

PROCEEDINGS

of the

2021 Fourth Convention

GRAPHIC COMMUNICATIONS CONFERENCE
International Brotherhood of Teamsters



4TH GCC/IBT CONVENTION

FIRST DAY

JUNE 17, 2021

GRAPHIC COMMUNICATIONS CONFERENCE

International Brotherhood of Teamsters

International Officers

Kurt Freeman
President

Steven Nobles
Secretary-Treasurer/Vice President

General Board

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Patrick LoPresti

Stephen Sullivan

CENTRAL REGION

Israel Castro

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Marty Hallberg

PACIFIC REGION

Clark Ritchey

SOUTHERN REGION

Eddie Williams

CANADIAN REGION

Denis Fournier

VIRTUAL PROCEEDINGS

of the

2021 Fourth Convention

GRAPHIC COMMUNICATIONS CONFERENCE
International Brotherhood of Teamsters

FIRST DAY—THURSDAY SESSION

June 17, 2021

The Fourth Convention of the Graphic Communications Conference, International Brotherhood of Teamsters, was virtually called to order at 12:00 p.m. EDT, President Freeman presiding.

PRESIDENT FREEMAN: Welcome, Brothers and Sisters, speakers and guests to the Fourth Convention of the Graphics Communications Conference of the International Brotherhood of Teamsters.

To quote the Grateful Dead, what a long, strange trip it's been. I think we all would agree that the last 15 months has been a strain on our physical and mental well-being. The virus affected every aspect of our lives, and it is challenged all of us.

We are on the verge of beating this virus returning to the old normal. We must stay vigilant, listen to the science, and get fully vaccinated. We have lost too many loved

ones to this disease. We cannot stop fighting until we have won this battle.

In October of 2019, we started planning for an in-person convention at Planet Hollywood in Las Vegas. A few months later we began planning for a possible Plan B, a virtual convention. This virtual convention is a first and, hopefully, the last. When we get together in 2026, it will be back in Las Vegas.

We have tried to structure this convention to have as much of an in-person feel as possible. I believe we have a stimulating program scheduled with a mix of live speakers and recorded videos. In addition, today and Friday we have organizing training sessions utilizing the IBT training Organizing Department.

Our speakers include General President James Hoffa; General Secretary Ken Hall; Christy Bailey, Director of IBT Political and

Legislative Action; Jeff Farmer, Director of Organizing. We have our general counsel, Peter Leff, who has a presentation for us. And we have a very special video address from Marty Walsh, U.S. Department Labor Secretary.

So let's get started.

I want to introduce Amy Edwards who you may remember from the 2016 convention. We have her on video once again to sing the national anthems of the United States and Canada.

Will everyone please rise?

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

PRESIDENT FREEMAN: You may be seated.

I next want to call on Ralph Meers, secretary of Local 527-S, to give the invocation.

Ralph.

INVOCATION
Ralph Meers
Secretary, Local 527-S

Thank you very much, President Freeman. It's a pleasure for me, an honor to be before the delegates, the officers, the guests, and honored guests of the conference.

I have a few words out of the New Testament of the Bible, Second Corinthians, 12th chapter, that I felt it was fitting and appropriate for us and led to bring this to all the delegates' and visitors' and guests' attention.

The Apostle Paul, we all have read, I'm sure, the history of him, and then what he contributed after being converted on the road to Damascus when he was struck down, blinded. The writing was to the church in Corinth and surrounding area.

Beginning with the 7th verse, he said, "Unless I should be exalted above measure through the abundance of the revelations

that was given to me, a thorn in the flesh, I"—

Paul was saying that "there was given to me a thorn in the flesh, the messenger of Satan buffeted me, to get me stirred up, roused up, unless I should be exalted above measure."

And for this saying, talking about the thorn that he had, he said, "I beseech the Lord Christ three times that it might depart from me." And the Lord said unto me, "My grace is sufficient for thee, for my strength is made perfect in weakness. Most gladly therefore will I rather glory in my infirmities than the power of Christ may rest upon me. Therefore, I take pleasure in infirmities, in reproaches, in necessities, in persecutions and distresses, for Christ's sake, for when I am weak He is strong."

We have all went through many things these past 15 months, but we went through many things in the past five years with our leaders in our country, and we've been tested many times our faith, our faith in the democratic process, a republic that makes us possible.

When Paul made the statement to the Corinthians, I had overlooked it. But it reminded me of my faith because when you have a faith, we've been taught strong enough you can move mountains, and yet, I'm sure I'm like many of you, I've had loved ones who have passed away. In faith, I kept thinking we'll get a cure, we'll do this, we'll do that. The latest was my oldest granddaughter.

It rattled you and it shakes you. Wait a minute. My faith is strong. What's wrong? What's wrong here?

Paul was told by God that "My grace is sufficient for thee," concerning that thorn that was bothering him. If you have a thorn that's bothering you, you know, we have the union, which I still today believe was preor-

dained to help working men and women. But we also have personal lives that we are living, and there are things in our lives that are difficult to comprehend and for us to deal with. When we're tested, God is in control. Things that we wish we had, looking back in my life, I can see God knew what he was doing; he was moving me in the right direction. I was wanting to go another direction, but he was moving in the right direction.

Today I thank each of you, delegates, and guests, alternate delegates, all the people in our International Union who make it possible for the organization to provide a service to our members and to our families. I pray that you'll continue to do everything you possibly can to be faithful to the charge that we're charged with, of doing our best for members and helping where we can help.

In closing these remarks, let me just remind everyone that God told Paul grace was sufficient. And there's a saying that grace is what God gives us, good things, that we don't deserve. Mercy is where he spares us bad things that we do deserve. And blessings are where he is generous with both.

What I say today is that there's a tremendous amount of truth in those words. God is good all the time. It's us trying to keep up with what God has in store for us. Believe me, I believe and I know personally that God's treasures and rewards are much greater than I could ever reward myself or anyone else because He is our God.

I would like you to join me in a word of prayer at this time.

Most gracious God, You know our needs. You know the thorns that are in all of our sides from time to time. You know the burdens we bear from time to time because, Lord, You give us the opportunity to bring those cares and those tribulations and temptations to You, to handle, to handle for

us, to relieve those burdens from us. And we pray, God, that you will continue to have mercy upon us.

We ask You to bless this Graphics Communications Conference and the International Brotherhood of Teamsters union. Bless it for the benefit of our members. Bless the organization that it may continue to be strong and that it will be in good shape to defend the membership when the membership's help needs it. Lord, God, You know we have many of needs right now.

We pray, God, that You would strengthen the labor laws that affects all of us so desperately. Lord, we know that it's greed that creates so much trouble. We ask, God, that you would help us, help workers to be treated fairly and rightly, and that You would strengthen the labor movement too, because we know that through the labor movement that's where we can find dignity, we can find hope, and we can find that we have a voice at the table. And it's not out of fear. And Lord, God, we know through trying to organize that there is so much fear in our country in America.

We're so thankful for our Canadian brothers and sisters being with us and working with us and helping us strengthen ourselves. And with this, we pray that You would bless America, bless our Canadian brothers and sisters, and bless all whom it is our duty to pray for. Give us the strength and the courage to go forth in this Zoom convention and conference, be with the leaders and officers as they lead the way for us, our committees, all of the delegates, those guests who are with us, who bring a message to us. Help us all prepare our hearts to receive those messages.

Lord, we'll give You the praise and the glory for anything that we may accomplish because it's in Your Holy Name that we

pray. And that's in the name of the Father, the Son, and the Holy Spirit. Amen. Amen.

PRESIDENT FREEMAN: Thank you, Ralph.

Words to live by, no doubt.

If I could, I'd like to introduce the officers and our General Board members.

Steve Nobles. He will be giving a presentation later on in our presentation in the next two days.

George Tedeschi, our president emeritus. He is also going to have something to tell us this morning, and pleased to have him with us today.

Peter Leff will be addressing the convention.

And again, you may recognize to my left, we are happy to have Jim Slaughter back as the parliamentarian. Jim is an attorney, a certified professional parliamentarian, past president of the American College of Parliamentary Lawyers, and author of two books on Robert's Rules of Order. And you probably recognize him, he's been serving as our parliamentarian since 2004.

Quick introduction of our General Board. Just want to say that these members have been working with Steve and I, and we've accomplished a lot over the last couple of years. And I really look forward to continue to work with them on the organizing initiative that we have and a number of the other programs that we have going. It's been a very good relationship that we've had with every one of them.

And we will be hearing from Eddie tomorrow for the invocation.

Our conference reps, Nick Caruso. Our newest member Chris Hancock, and Phil Roberts. Depending on what room you jump in, you may see them and interact with them in either the VIP Room, the For or Against Rooms.

And our conference departments. We really could not have put this convention on without them. Ayeshah Wright and Kim Barnes in Accounting; Tina McPherson, Contract and Research; and our Information Systems and Membership Records, Bonnie Lindsley; Tina Ball, Diana Fasce.

Diana has been working very diligently on putting these slides together and I think she's done a really good job. And without Bonnie, we would not be here, I can guarantee you that. She has been the—we've been having weekly Zoom calls with Bonnie, Steve, and Dinese. And Bonnie, a lot of times her name on the call is "The Boss." And believe me, she has been invaluable.

Dinese Askew, again, someone else working very long hours on this convention. And again, without her—I know a lot of you have been talking to Dinese on how to log in and she's really done a great job.

Our Graphic Communicator, Fred Bruning, Zach Dowdy, and Dawn Hobbs, I know are out there in the stratosphere somewhere listening to this, watching this, and you know we look forward to the Graphic Communicator coming out, the next edition, so we can read about this convention.

We do have a number of guests. Robert Lacey, retired secretary-treasurer/vice president; Joe O'Connor, retired vice president; Richard Whitworth, retired executive assistant; Michael Huggins, recently retired representative; Richard Street, recently retired organizer; and Kathy Self who, Kathy, if you're out there, I appreciate the text you sent me this morning.

We do have a number of guest speakers. Most of these I went over earlier. Richard Mark will be here and Art Budich from Calibre CPA Group.

And our special guest, Joe Molinaro, Doug Nowakowski from the Newspaper

Magazine; Greg Nowak, Brewery and Soft Drink; David White, Communications Department; and the National Writers Union, I'll be talking about them a little bit later, but Larry Goldbetter, the president; and David Hill, the vice president.

And with that, hopefully our compliance officer, Nick Caruso. Is Nick ready? He says he is, but I don't hear him.

REPRESENTATIVE CARUSO: Well, how did you know that I said I did.

PRESIDENT FREEMAN: Well, your mouth was moving, Nick, so I figured you were talking. So Nick, if you can read us the statement on Harassment and Discrimination.

REPRESENTATIVE CARUSO: I will. Am I on?

PRESIDENT FREEMAN: You are on.

REPRESENTATIVE CARUSO: All right.

PRESIDENT FREEMAN: The world sees you.

STATEMENT ON HARASSMENT AND DISCRIMINATION POLICY

REPRESENTATIVE CARUSO: Okay. Graphic Communications Conference of the International Brotherhood of Teamsters, Statement on Harassment.

Item 1, the Graphic Communications Conference of the International Brotherhood of Teamsters takes seriously its responsibility to ensure that all union functions are free of harassment. Discrimination and harassment are against the law and are in violation of the fundamental trade union principles of unity and solidarity.

As a labor movement we stand proudly together when we claim an injury to one is an injury to all. When we sing "Solidarity Forever," we refer to one another as sister or brother. We must ensure our words are not empty, not defeated to any action that em-

barrasses, insults, humiliates or degrades; for that is what harassment is all about. It is an expression of power and superiority by the harassers over another because of race, color, sex, sexual orientation, disability, age, marital status, political or religious affiliation or place of national origin.

Harassment stems from inequality discrimination, both systematic and individual, and intolerance in our society. Harassment may be verbal, physical or psychological. It is unwelcome and unsolicited, it may be one incident or a series of incidents. It is coercive. Harassment consists of any vexatious comment or conduct that is known or should reasonably be known to be unwelcome.

Harassment includes, but is not limited to: Unwelcome remarks, jokes, innuendos or taunts about person's body, clothing, sex, sexuality, racial background, disability, age; insulting gestures and practical jokes, for example, of a sexist, racist, or homophobic nature; displaying of pornographic or racist pictures, graffiti or material; leering; refusing to talk to or work cooperatively with a person because of his or her sex, race, color, sexuality, age, et cetera; unnecessary physical contact such as patting, touching or pinching; sexual overtures, sexual assault, physical assault.

Complaints of harassment to the GCC/IBT events will be taken seriously and will be investigated immediately. If you believe you are being harassed, act immediately.

A. If possible, make it clear you do not welcome such behavior. You can do either on your own verbally or in writing, or with the assistance of another party. Indicate that you will take further action if the behavior continues.

B. If the inappropriate behavior persists, approach the designated representative who will investigate this matter. That is me.

You may seek out a designated confidential complaint officer in the first instance if you are unwilling to approach the harasser because of the impact of the actions have on you.

The investigation of each incident will be handled confidentially and expeditiously with particular sensitivity for the complainant. The resolution would include but not be limited to apology, reprimand, and possible expulsion. Additional action may be pursued in accordance with the GCC/IBT Constitution and Laws and legal channels.

Mr. President, that is the anti-harassment statement of the Conference.

PRESIDENT FREEMAN: Thank you, Nick.

If we could get the slide of the Compliance Officers up on the screen. Thank you.

So these are the Compliance Officers, and if someone does have an issue, these are who you should be contacting: Janice Bort out of Washington Local 72-C, Kevin Toomey out of Boston Local 3-N. See their contact information below.

We will at some point get this information up on the website somewhere, make it available for everyone. Maybe we can put it up again tomorrow at some point just in case somebody has not got their information down.

So thanks again, Nick, very good job.

As we know, this is a virtual convention, and voting is going to be much different, and I'd actually like to run a test poll or a test voting. Before I say what the test is going to be, I just have to—I just want to read this to you.

You know, like when we meet in person, it's a lot different. We have delegates. We have guests. You know, we always ask for just the delegates to vote. You know, when we're taking a voice vote out on the convention floor, you know, we just go by the hon-

or system in saying that, you know, only the delegates are going to vote.

But we're going to be doing this online, and we'll be watching the online voting, and if there are any issues, we will address them. But we just ask the same thing we would at our in-person convention: Don't vote unless you're a delegate.

So we've got our first poll, and this is just—I'm calling it a poll. Our first vote, and this is really just a test vote, and so we're going to see if we pass the test or not.

So the question is: "Are you in favor of the convention concluding on Friday?"

So the voting, I'm assuming the voting buttons have come up on the floor. You will get 45 seconds to vote, and you're voting For or Against.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: Okay. Voting has concluded. We still—we should get the results shortly.

What a surprise.

Now, the one way we can make sure we get done on Friday is that when people get up to speak for or against an issue, they're concise. They get on and they get off. All right.

You'll see later the Rules Committee is going to be giving everyone five minutes to speak. I would say that that is way—that is plenty of time, and you should be up there for a minute or two minutes, if we want to get this done on Friday. So that's the motivation.

So thank you very much for voting. We'll move on with our first committee of the afternoon or morning, depending where you are, what time zone, the Credentials Committee.

Well, first of all, can we get the Convention Committee's slide up here? I don't believe I'm in charge of that.

Paul, you're not up yet.

This could be another reason why we run past Friday night.

Okay. I can move forward. I know who the chairman is. I know who the secretary is of the Credentials Committee.

We have Paul Atwill.

Credentials Committee, Paul Atwill, Washington Local 72-C. Perry Kettner, Secretary, Milwaukee-Madison, Local 577-M, and Mike Maddock, Los Angeles Local 388-M.

Chairman Atwill.

PARTIAL REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CHAIRPERSON ATWILL:
Thank you, Chairman Freeman.

Good afternoon, Officers, Delegates and Guests. The Credentials Committee met on June 8th at 12:30 p.m. Eastern Time, with the Zoom. Along with the committee, myself, Secretary Kettner, International Officers Kurt Freeman, Steve Nobles, and Bonnie Lindsley were present.

At this time I'd like to have Perry, our secretary, to read the report.

COMMITTEE SECRETARY KETTNER:
Brothers and Sisters, at the meeting we reviewed the credentials and our partial report includes two GCC officers, eight General Board members, three conference representatives, seven conference office staff members, 83 delegates representing 43 locals, and 41 guests.

COMMITTEE CHAIRPERSON ATWILL:
Mr. Chairman, I make a motion that we approve the report.

COMMITTEE SECRETARY KETTNER: I second that motion.

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

If you have a discussion, you go to one of the microphones or one of the Zoom rooms and log into the room. I don't see that anyone is getting up.

The question is on the adoption of the initial report of the Credentials Committee.

Before we take this vote, I just want to remind everyone that in order to vote, you press the button that's on your screen "For" or "Against." You do not go into the "For" or "Against" Zoom room. The "For" or "Against" Zoom room is if you want to get up and speak for or against a resolution or an issue.

So we're going to take the vote, and what you do is push the "For" or "Against" button.

So the vote is, the question is: The adoption of the initial report of the Credentials Committee. Those in favor, vote For. Those against the report, vote Against.

And you have to scroll down to vote. To see the buttons, you have to scroll down.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: I can't read that.

All right. I'm not sure that we actually passed the first test vote.

Again, if you want to vote for or against, you don't go in the For or Against Room. You have to scroll down, and there's a button that says "Vote." You hit the button that says "Vote," and then you vote for or against.

We're going to try this one more time. This is for the question on the adoption of the initial report of the Credentials Committee. So again, you're voting for or against. If you're in favor of the report, vote For. If you're opposed, vote Against.

You need to scroll down to where there's a button, it says "Vote." You click on the button that says "Vote," and then you have your choice, for or against.

So if we can start that timer back up again and redo this vote, that would be great. So again, don't go in the For or Against Room.

Scroll down, hit the “Vote” button, and then vote for or against.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: Not surprisingly, the vote didn’t change. This is not a controversial issue, but we just wanted to make sure that we understood what we were doing and that we got it straightened out.

So the initial report of the Credentials Committee has been adopted. Thank you very much, Paul, and Perry, and Mike. I’m sure we’ll be seeing you guys later in the proceedings here.

The Rules Committee, we have Joseph Inemer, chairman, Philadelphia Local 16-N; James Corbit, secretary, Detroit Local 25-M; and Ruth Moreno, Twin Cities, Local 1-B.

Chairman Inemer?

RULES COMMITTEE REPORT

COMMITTEE CHAIRPERSON INEMER: Good morning, delegates and guests, and welcome to the Fourth Convention. It is different, but we’ll try to get through this.

The Rules Committee, which included Ruth Moreno from 1-B and Jim Corbit from Detroit Local 25-M and myself met on Wednesday, June the 9th, and again on Thursday the 10th.

The committee prefers to use inclusive and non-gender specific language in its report and continues to make this recommendation to the Constitution Committee, that the language in the Constitution be corrected to be non-gender specific.

All guests are invited to attend as many of the convention sessions as desired. Guests may also attend workshops with the approval of the workshop chair.

Instructions and information along with the phone numbers for technical support

and for logging in/logging out were emailed to each delegate.

Finally, each delegate must log into their own device to vote. In addition, rules that are appearing in Article XV, Section 16 of the Conference Constitution shall apply and they will be read out by Jim Corbit and Ruth. Thank you.

COMMITTEE SECRETARY CORBIT: Chairperson—good morning, everybody, and welcome to the convention. Chairperson Inemer opened the meeting, welcoming all in attendance. The meeting was attended by Chairperson Joe Inemer, Local 16-N out of Philadelphia; Secretary James Corbit, Detroit Local 25-M; Committee Member Ruth Moreno, Local 1-B out of Twin Cities. Guests includes GCC President Kurt Freeman, Secretary-Treasurer/Vice President Steve Nobles, GCC Central Region Board Member Israel Castro, and GCC General Counsel Peter Leff.

In addition to the rules appearing in Article XV, Section 16 of the Conference Constitution shall apply.

A. The Conference President shall preside over the convention.

- a. The chair shall establish all hours of the convention.
- b. The chair’s decision on questions of order may be appealed from, but cannot be debated, unless entertaining doubts on the question, the chair invites discussion. In all cases of appeals, the members shall have the privilege of briefing stating the grounds of the appeal, and the president the grounds of the decision.
- c. When the decision has been appealed from, the chair shall put the question thus: “Will the convention sustain the chair in its decision?”

- d. No delegate shall yield time to another delegate.

Section B. A delegate making a motion or speaking on a question shall rise and address the presiding officer who shall designate the member entitled to the floor. The member speaking shall give their name and the local and confine themselves to questions under consideration, avoiding all personalities and indecorous language as well as any reflection upon the convention or the delegates. Upon completing their remarks, the delegate shall resume their seat.

- a. No delegate shall speak more than once on the same question until all delegates wishing to speak have had the opportunity to do so, and no more than twice without the permission of the convention.
- b. No delegate shall speak more than five minutes at any one time.

Ruth, would you like to take from there?
COMMITTEE MEMBER MORENO: Sure.

C. Questions and votes.

- a. No motion or proposition on a subject different from that under consideration shall be admitted in the form and amendment.
- b. A motion for the previous question shall require a majority vote for adoption.
- c. A roll call vote may be had on any question by request of one-third of the delegates.
- d. On roll calls, voting shall be based on a one-person one-vote principle. On such roll calls, the vote cast by each delegate shall be directly proportionate to the nearest whole number of members in such delegate's local union determined by dividing the number of delegates from local union into the average

membership figure of such local union resulting from the computation of membership established by Article XV, Section 3 of the Constitution and Laws.

- e. Every delegate present shall vote on any question before the convention unless he or she is personally involved or has been excused by the convention.
- f. If a local union is represented by less than the total number of delegates to which it is entitled, its delegates shall be entitled to cast the full delegate vote of such local union in the convention.

Executive Sessions.

D. Execution sessions of the convention may be called by the chair. Only credentialed delegates, conference officers, General Board members, and persons chosen by the chair shall be present at an executive session.

E. There will be no collections taken at the convention without the approval of the chair.

F. All laws and amendments, alterations, and newly enacted provisions of the Constitution and Laws shall be in full force and effect upon adoption by the convention except as otherwise may be provided by the proposition.

Article XVI, Section 17, Proceedings.

Each day's proceedings of the convention shall be published by the secretary-treasurer and delegates may obtain them through the GCC/IBT website. Visit www.gccibt.org and click on the GCC Convention button.

COMMITTEE CHAIRPERSON INEMER: Very good. On behalf of the committee, I move the adoption of the convention rules.

COMMITTEE SECRETARY CORBIT: I second that.

PRESIDENT FREEMAN: It's moved and seconded to adopt the convention rules. Is there any discussion?

Again, if there's some discussion you would go into the For or Against Rooms.

I do not see any activity in the For or Against Rooms. I wouldn't expect any on these rules.

We're going to be voting. I want to remind everyone how to vote again. In order to vote, you need to scroll down below the chat line. There's a button there that says "Vote." You hit that button, and then that will display a "For" or "Against" button that you vote your choice.

Those in favor of adopting the convention rules, vote For. Those opposed, vote Against.

... *The delegates proceeded to vote.*

PRESIDENT FREEMAN: Okay. The voting has concluded.

Very good. The convention rules are adopted.

I want to thank the committee for their fine report. I must admit I did like that tag team of the reading of the report. That was very nice, Joe, if that was your idea.

Thank you very much.

COMMITTEE CHAIRPERSON INEMER: Thank you.

PRESIDENT FREEMAN: I would now like to call up President Emeritus George Tedeschi. He is going to be introducing our next speaker.

George.

PRESIDENT EMERITUS TEDESCHI: Good morning, delegates, officers, Kurt, Steve, Peter, James Slaughter, guests. It's a pleasure to be here always.

I am proud to be introducing to you not only the Teamsters General President but a very distinguished labor leader and a friend of the Graphics Communications Conference and of myself.

James P. Hoffa has been building the International Brotherhood of Teamsters into the strongest, most powerful voice in North America for working families. Under Hoffa's leadership, the Teamsters Union is engaging in vigorous contract enforcement and organizing the unorganized. Teamster positions on the issues of the day—from pension and retirement security, infrastructure development, and worker rights, to developing fair trade policies—now have input in Washington's power corridors.

Hoffa is recognized as one of the foremost authorities on union issues as the most visible and outspoken critic of government trade policies and anti-worker corporate agendas. Hoffa is recognized as a leader on issues that affect working people.

Hoffa has been elected by direct-membership vote five times—1998, 2001, 2006, 2011, and 2016. He is the second-longest-serving General President since the union was founded in 1903.

Hoffa grew up on a picket line and in union meetings. He is the only son of James R. Hoffa, former Teamster General President from 1957 to 1971.

Prior to being elected, General President Hoffa worked as a Teamster laborer in Detroit and Alaska in the 1960s. He has spent 25 years as a labor attorney representing members, local unions, and Joint Councils. Hoffa has been appointed to several committees by both Democratic and Republican administrations. His appointments include:

From 2019 to the present, Chairman of the Road Section of the International Transportation Workers Federation.

From 2019 to the present, a member of the Executive Board of the International Transportation Workers Federation.

From 2015 to the present, board member of the Roosevelt Institute.

From 2009 to the present, Department of Labor Advisory Commission on Trade Negotiations and Trade Policy.

And from 2013 to 2015, he was on the National Freight Advisory Committee.

It is with great pleasure and my honor that I give you our General President, James P. Hoffa.

JAMES P. HOFFA
General President

International Brotherhood of Teamsters

Greetings, Brothers and Sisters of the Graphics Communications Conference. And thank you, President Freeman, for inviting me to speak today.

The COVID crisis has touched all of us profoundly over the past year. We're so proud of our Teamster heroes who worked tirelessly through the hardship to make sure our nation kept going.

Standing together in our union, we have fought to protect worker safety and jobs through this crisis, and we have moved forward to end this pandemic. And now we must refocus on growing our union power.

I've been told by the GCC that you're hiring a new national organizer that's going to go out and give a strategy so you can grow your union. That is so important to all of us. And I applaud this initiative. It's only through growing our membership that we can increase our power at the bargaining table.

As we saw the past election, every vote counts. It's only when politicians that support our goals and our way of life that we can see real, positive change. Working families and union members were the key to electing a true friend of labor, President Joe Biden. And we also saw the Democrats take control of Congress through the two Senate victories in Georgia.

Already we have seen a labor-friendly White House and Congress and see what they can do when they get a chance.

And after more than a decade of fighting to get pension reform, Congress passed a true pension fix as part of the American Rescue Plan. Retirement security for millions have been saved, including the GCC members.

And this is only the beginning. The Biden administration is working to pass a comprehensive infrastructure package whose scale has not been seen since the Roosevelt New Deal. It will create thousands of good-paying union jobs and rebuild our infrastructure.

And it also includes the PRO Act, critical legislation that will level the playing field for organizing new members. This is the type of change that we can achieve when we elect politicians that support our values.

We have a bright future, all of us, and we have to make sure we're committed to growing our union power. Together, we will build America that is strong for everybody.

Thank you for inviting me to your conference, and have a great conference.

PRESIDENT EMERITUS TEDESCHI: I'd like to make a few closing remarks on behalf of myself and the GCC.

This will be the last convention that Jim will address us as the Teamsters General President. He will retire in March 2022.

We did a number of great things together, most notably, the merger of the Graphic Communications International Union with the International Brotherhood of Teamsters in 2005—a smart decision for both unions.

In addition, President Hoffa spearheaded to Save Our Pensions effort to which ultimately led to a special fund which provides financial assistance to certain distressed, multi-employer pension plans which helps

many GCC retirees and members. He deserves our debt of gratitude.

I want to wish Jim and his wife, Virginia, a very happy, healthy, and long retirement.

Thank you, Jim.

PRESIDENT FREEMAN: Thank you, George.

So next on our agenda I'd like to call up Peter Leff.

For over 15 years Peter has been the General Counsel for the GCC. Peter is also counsel for the National Pension Fund, Teamster Retirement Plan, the National Health and Welfare Fund, the Allied Printing Trade Council and Co-Counsel of the Joint Pension Trust.

I was already a board member and a Pension Fund Trustee when Peter first came on board. I cannot count all the times I relied on Peter's counsel on an extensive range of issues. I know that many of our locals also rely on Peter for his advice and counsel.

I have asked Peter to come up here today and address some significant issues facing labor unions.

Peter, if you're ready, the floor is yours.

PETER LEFF

General Counsel

Graphic Communications Conference

Thank you, President Freeman.

Brothers and Sisters, I'm honored to speak with you.

President Hoffa discussed some of the legislation that has fortunately been passed and some of the legislation they want to be passed. I'm going to go through that with you and talk about the legislation, starting with the American Rescue Plan Act of 2021, and talk about what that will do for workers. Then talk about some of the other priorities that President Biden has to help out working people—people and working families.

The American Rescue Plan Act was passed by the Senate on March 6, by the House on March 10, and signed into law by President Biden on March 21. It's a very comprehensive bill, but what it did to help working people is multi-employer pension plans, special financial assistance, single-employer pension plan relief, COBRA health insurance subsidies. It extended expanded unemployment benefits, tax credits to employers that offer emergency paid sick leave and family leave benefits.

GENERAL COUNSEL LEFF: It expanded paycheck protection programs to most 501 (c) entities, and did a number of COVID-related funding for vaccines, testing, contact tracing, and personal protective equipment.

So with respect to the relief for multi-employer pension plans, the Special Financial Assistance, who's eligible for this assistance? Well, first and foremost, you have to be a multi-employer plan which is defined as a Taft-Hartley plan that's jointly trustee by the union and management trustees. On the national level this is the GCC/IBT National Pension Fund, the Graphic Arts Industry Joint Pension Trust Fund and the GCIU Employer Retirement Fund.

Your fund has to be in critical and declining status in any plan year beginning in 2020 through 2022; or you had a suspension of benefits under MPRA, the Multi-Employer Pension Reform Act, or in any plan year between '20 and '22 you're in critical status; your modified funded percentage of less than 40 percent; or you have a ratio of active to inactive participants less than 2 to 3; or you became insolvent after December 16, 2014. You have remained insolvent, and you have not been terminated.

A number of our plans will qualify for this relief, including three before-mentioned national funds, the National Pension Fund,

the JPT and the ERF. There are also a number of local plans that will qualify for this; either those that have become insolvent in the past and will be able to become solvent again, or those that meet the critical or critical and declining status for eligibility.

So how is this Special Financial Assistance being funded? The law provides a special fund that will be administered by the Pension Benefit Guaranty Corporation. This fund will be funded by the United States Treasury. It will be funded through September 30, 2030. So any plan that applies and is qualified by September 30, 2030, will get the relief. Again, it will be to any eligible multi-employer plan upon approval of an application.

Key: This is a grant. The funds that receive this Special Financial Assistance will not have to repay it.

So the amount to be provided is the amount needed for the multi-employer plan to pay all benefits due under the plan's terms through the year 2051, and that's calculated at a 5-and-a-half percent interest rate. So it's the amount of money you would need if that money would return 5-and-a-half percent. We'll talk about a little bit of a disconnect and a potential shortfall in a minute, but that's what the law says.

In calculating that amount, there is no reduction in participants or benefits, accrued benefits, under the terms of the plan. There is also no cap either on the amount that any plan can seek or an amount on the program in total.

So we're not exactly sure how this financial assistance will be calculated yet. They have left that up to the PBGC. The PBGC is supposed to, under the law, come out with regulations 120 days after the law was passed, which will be July 9, 2021.

It's our understanding that they're on track for that deadline. The proposed regulations are currently under review at the Office of Management and Budget, but we do not know yet how they're going to calculate the benefits.

There are essentially three central options. One is you do not take into account assets that the fund has currently, or the assets that will be coming into the fund: contributions, withdrawal liability. It's simply the amount of money that the funds need between now and 2051 to pay its benefits. That would be the most favorable option.

Option two is you offset the amount of money you're requesting by your current assets and your anticipated assets between now and 2051, your contributions and withdrawal liabilities.

There's a push against this option because it will very much likely result in a shortfall of not getting to 2051 because you don't know what contributions and withdrawal liabilities will in. One of the reasons, central reasons, multi-employer plans got into this predicament in the first place is because promised withdrawal liability never came in because of companies filing for bankruptcy and going out of business.

Option three is sort of a hybrid model. It's that if you have assets and you have contributions and withdrawal liability coming in that you will be able to pay your benefits after the year 2051; then any monies up and over that amount that you have would offset the money you would get in special financial assistance to pay your benefits through 2051. This would be to prevent a windfall.

This is for those plans that still have a lot of assets but still need relief so that they don't get money over and above what they need to pay benefits, but just they have to pay benefits.

Again, at least for the NPF and the JPT, that won't be the case because they don't have the sufficient assets. They would need the assets to cover through 2051.

So how will this Special Financial Assistance be paid? It will be paid in a single, lump sum payment, and paid to any approved plan as soon as practicable by the PBGC, but no later than one year after the application for Special Financial Assistance has been granted.

So when can a plan apply for the Special Financial Assistance?

As I said, we are expecting the regulation and application to be out July 9th, 2021, or thereabouts. The PBGC by law is required to limit the amount of material that the pension plans seeking the relief have to submit to support the relief.

The PBGC may specify, and we will see what happens when they issue the regulations in July, that for a two-year period, certain plans are given priority; that would be those plans that are scheduled to become insolvent in the next five years; those plans that would be eligible for special financial assistance over \$1 billion; and those plans that implemented suspensions under MPRA, and any other, similar circumstances as determined by the PBGC.

So under the law, the PBGC has to rule on an application within 120 days of it being filed. If it does not rule on the application, it is automatically deemed accepted.

And if it denies the application, it can only deny the application because it is incomplete; any proposed changes or assumptions that the plan is using are unreasonable; or the plan does not meet one of the eligibility criteria I listed before for assistance. The denial notice must specify the specific reason or reasons that the applica-

tion is being denied, and denied applications can be correct and re-filed.

So just looking at the timeline, the deadlines: The initial applications have to be filed by December 31, 2025, and it's my understanding that most pension funds eligible will be applying much before that. Any revised application must be filed by December 31, 2026. They will not accept any applications after December 31, 2026.

So under the law, a plan is supposed to receive its financial assistance as soon as practicable, but no later than one year after its application has been granted.

So the timeline, again, is: Applications will be issued on July 9th. Applications will be ruled on within 120 days after submission. The Special Financial Assistance will be provided in a lump sum payment within one year of approval of an application.

This are some restrictions on the use of the financial assistance. It can only be used to pay benefits and the expenses of the fund. The Special Financial Assistance must be segregated from the plan's other assets. And the Special Financial Assistance can only be invested in investment-grade, which are corporate or corporate-like bonds or similar investments.

We're waiting for the PBGC to delineate the investment. But the disconnect, the shortfall problem I was talking here earlier is that you have to calculate your need based on an anticipation that your Special Financial Assistance will earn 5.5 percent, but corporate bonds and like investments likely will only earn 2- to, if we're lucky, 3 percent.

So the money that we earn, there is a chance that it will be short of the amount we say we need to get to 2051 because it won't earn as much as the interest rate we cannot go below in calculating the amount.

This issue has been raised with the PBGC, and we're hoping they come up with a solution so that funds will actually be funded until 2051, but even in a worst case scenario, funds will get sufficient funds to stay funded for at least a couple of decades.

So there are conditions that can and cannot be imposed on plans receiving financial assistance. The PBGC has given these options, we believe, in the regulations. They will impose most of these restrictions, that they will not allow increases in future accrual rates. The plans that get the Special Financial Assistance, they won't allow retroactive benefit improvements. There will be limits on allocation of plan assets. They won't allow employer contributions to the plan to be reduced. They won't allow diversions or allocation of expenses to other funds if you're running sort of multi-funds out of a similar platform. And then restrictions to withdrawal liability, which is another big question mark which I'll get to in a second.

Now, the PBGC and the statute specifically cannot impose certain conditions on plans that receive the Special Financial Assistance. They cannot condition receipt of the money on any prospective reductions in benefits. And they cannot involve themselves with plan governance. They cannot remove or replace trustees, actuaries, investment managers, service providers. That will still be within the discretion of the trustees. And they cannot change any of the plan's funding rules.

Okay. Withdrawal liability.

So initially in the House bill you were not allowed to take into consideration the Special Financial Assistance in determining an employer's withdrawal liability for 15 years after you received the Special Financial Assistance.

This provision was taken out of the law by the Senate because this bill was passed under a budget—or under a reconciliation process where it only needed 50 votes, and you cannot have provisions that do not impact budgetary issues, and it was worried that a withdrawal liability provision would be a procedural violation under the reconciliation process. But they did leave it to the PBGC to decide how to deal with withdrawal liability.

Essentially, there's four options on the table. One is sort of a phase-in over the 30-year period to 2051 where withdrawal liability takes into account the Special Financial Assistance over time.

Another option is the House option where you don't take into consideration the Special Financial Assistance a plan receives at all for calculation of withdrawal liability purposes for the first 15 years after you receive the money.

A third option is that you take the Special Financial Assistance into consideration immediately in calculating withdrawal liability.

I hope the PBGC doesn't go this way because we obviously do not want a run on the bank of employers leaving these plans if the withdrawal liability becomes low for them to do so.

Then the fourth option is not to recognize the Special Financial Assistance at all during the 30-year period between when the money is received and 2051.

So we will see what the PBGC comes up with on July 9th.

So just a couple other things about how these plans will operate once they receive the Special Financial Assistance. They have to keep their funding improvement plan, or in our plan's cases, their rehabilitation plans in place during the entire period. They will be deemed in critical status for the entire

period no matter how funded they become from getting the money.

If for some reason a plan does become insolvent either due to the shortfall, more employers withdrawing and not paying the withdrawal liability, or any other reason, they then go to the PBGC and get the minimum guaranteed PBGC benefits just like it is in place now, with the hope that this funding will prevent many plans from going to the PBGC and the PBGC will have sufficient funds to pay those plans that unfortunately do become insolvent even after receiving the Special Financial Assistance.

And you cannot suspend or reduce any benefits after you receive the Special Financial Assistance.

Now, I do want to make a mention on the Teamster Member Retirement Plan. The Teamster Member Retirement Plan is a 501(c)(18) trust. It is not a multi-employer plan and, therefore, it unfortunately is not eligible to receive the Special Financial Assistance under the American Rescue Plan of 2021.

However, the trustees of the Teamster Member Retirement Plan have undertaken a legislative effort for congressional approval to allow 501(c)(18) trusts, such as the Teamster Member Retirement Plan, to participate in the Special Financial Assistance being provided to multi-employer pension plans under ARPA.

We have already reached out to representatives; we have been working with our Teamster partners. We have some legislative vehicles that we believe could work. We are bringing this plan to Congress, both members of the House and the Senate, in the next few weeks. And we will want all of you and all of your members to help participate in this effort, and you'll be receiving—everyone will be receiving some letters on it and things they can do in the very near future.

Okay. So now I want to move on to single employer pension plan relief. These are usually the company plans. Some of our members may be in some of these company plans so I wanted to address it.

They are not receiving monetary relief, but they're getting two forms of relief in the bill. One is what's called an amortization extension. Essentially this means that, for these single-employer plans that are underfunded, the time period they have to cure that underfunding to become 100 percent funding, doubles. It goes from seven years to 15 years, which means the annual contribution obligation is much smaller.

The other thing it is doing is resetting to a higher interest rate, which means that the calculation of the money that they're going to be putting in will go a lot further, because it will make more money so they'll have to put in less. And that amount will shrink over time. But it was quite small now and it will be resetting to a higher number, and then shrink over time; they call it a shrinking corridor. But those are the two advantages for single-employer plans.

Okay. I want to go to the COBRA health insurance subsidies. This is very important for any of our members who were laid off or had reduced hours over the past year and through September.

So essentially, what this does is, for those people who are deemed eligible through a layoff or reduction of hours, it allows them to continue their health insurance for free for the time period. So even if they had to pay a co-premium while they were employed, the subsidy is 100 percent. They do not have to pay anything if they're eligible.

So the COBRA subsidy of the 100 percent payment is April 1st through September 30th of this year. You are eligible if you have an involuntary termination of employment

or reduction of hours. You are not eligible if you voluntarily terminated your employment; you are COBRA eligible for a reason other than an involuntary termination or a reduction in hours, such as divorce, death, or loss of dependent status; or you become eligible for other group health plan coverage either through another employer or Medicare; or if you get insurance on the Affordable Care Act exchange.

So this is the important and a little bit of the tricky part on this. So the time period you're eligible for the COBRA subsidy, if you're involuntarily terminated or experience a reduction of hours through April 1 of this year through September 30th, you are eligible. But you are also eligible if you had an involuntary termination or you had a reduction of hours between November 2019 and March 31st, 2021, and you are either paying the COBRA subsidy premiums, or you refused to enroll in COBRA because you couldn't afford it at the time, or you enrolled in it for a period of time and dropped it.

So essentially what this means is that if you were terminated between November 2019 and March 31st, 2021, and denied COBRA, you're given a second bite at the apple, a second chance to get COBRA for free, to have your premiums paid.

Okay. Another little quirk of your eligibility. So you're eligible for the subsidy for the free healthcare from April 1st through September 30th of this year. However, if you were terminated earlier, say in the beginning of 2020 or at the end of 2019, you still only get your 18 months of COBRA. So you'll be eligible for the COBRA subsidy, but only those months up until the 18 months after they expire.

I know that's a little complicated, but that's the way it is. And of course, if you become

eligible for other health insurance or Medicare, you also have the subsidy terminated.

So it's important to know, you know, when you're terminated, and calculate from that the number of months, and see what of those 18 months fall within this April 1st to September 30th COBRA subsidy period. Those are the months you'll get free if you qualify for that.

Okay. So the election period, as I said, is April 1st, and then it ends 60 days after you receive your COBRA notice. So once you get this COBRA notice giving you the opportunity for the free COBRA subsidy, you have 60 days to elect it.

If you were terminated prior to May 31st and are eligible from November 2019 to May 31st, you should have gotten your COBRA notice by May 31st. If you get terminated after, you should get your COBRA notice shortly thereafter. If you think you should have gotten a COBRA notice but didn't, you should get in touch with your local or their council or the plan to make sure you get that notice.

And as I said, it's 100 percent, it's paid for by the plan or the employer. The employer submits for credit to its quarterly Medicare taxes or refunds above and beyond that. Multi-employer plans apply for a credit to the government. So the plan—or the employer pays the subsidy off the bat and then gets a refund from the government.

Okay. Other things in the American Rescue Plan Act, ARPA; the extension of unemployment benefits. So ARPA extended unemployment benefits until September 6th, with a weekly supplemental benefit of \$300 on top of the regular \$400 benefit; increased the total number of weeks of unemployment from 50 to 79; and allows the first \$10,200 of unemployment benefits to be tax free for people with income less than \$150,000.

Okay. This is another important thing that you should ask your employers about, if it applies in your shop. Tax credits to employers that offer emergency paid sick leave benefits, family leave benefits, and paid time off to receive or recover from the vaccine. These tax credits are available to employers who pay sick leave; to employees for COVID-19-related reasons; pay Family and Medical Leave to employees for COVID-19-related reasons; and pay leave—offer paid leave to receive or recover from the COVID-19 vaccination. And this applies to all public employers and all private employers with fewer than 500 employees. They aggregate it so, unfortunately, for some of our very large printing companies, this may not apply because they're over 500 employees.

Okay. So are employers legally required to provide this paid leave? Unfortunately, no. They were legally required to pay it until December 31st, 2020, but thereafter, in this first—one of the stimulus CARES bills and then the ARPA bill, it's all been voluntary. So you need to negotiate it with the employer and make a request.

But employers that do provide such leave from January 1st of this year through September 30th of this year receive a 100 percent tax credit for all leave provided to employees who qualify. So it's really a no-cost proposition for employers. So it's something, if you haven't already, you may want to discuss with your employers.

The reasons for the—that employer can grant the paid leave and seek the credit are: An employee is under a quarantine order related to COVID; the employee is being advised to self-quarantine due to COVID; employee is seeking—the employee is experiencing COVID-19 symptoms and seeking a medical diagnosis; employee's caring for an individual who is subject to quaran-

tine; employee has a child whose school or childcare is unavailable for a COVID-related reason; the employee is awaiting test results from COVID or a medical diagnosis of COVID; and the two newest ones and really important ones for our purposes, the employee is obtaining immunization, a vaccine for COVID-19; or an employee is recovering from receiving the vaccine. And for most people, they usually feel a little flu-like for a day or two.

Okay. The expansion of the Paycheck Protection Program to most 501(c) entities. The Paycheck Protection Program or PPP loan program was designed as a direct incentive for small businesses to keep their workers on payroll. It can be used to help fund payroll costs, including benefits, but also for mortgage, interest, rent, utilities, and worker personal protective equipment related to COVID-19.

The loans are completely forgiven and transformed into a grant if the employee retention criteria is met, that you keep a certain number of employees or a certain number of employee work hours during a defined period that's in the law, and the funds are used for the eligible expenses I stated.

ARPA expanded for the first time the Paycheck Protection Program loan program to most 501(c) entities including labor unions as employers, which are 501(c)(6) entities, health and welfare and other benefit plans, which are 501(c)(9) programs, and to the Teamster Members Retirement Plan which is a 501(c)(18) entity, so long as these organizations have under 500 employees. It does not extend to multi-employer pension plans, those are not 501(c) entities.

And the deadline for applying for a loan was May 31st. So hopefully you got that in, and if you have not done your forgiveness

paperwork, you have at least obtained it and are getting it in process.

And finally, ARPA provided funding for COVID-related vaccines, testing, and contact tracing; \$50 billion for testing and contact tracing; 7.66 billion to increase the size of the public health workforce; 16 billion for fund vaccine distribution and supply chain; 48.8 billion to testing, mobile labs; 14 billion to speed up distribution and administration of the vaccine.

That's the legislation that has passed. Now I'm going to talk briefly about additional bills that are sought to be passed by the Biden administration.

We've got the American Jobs Plan, which is the infrastructure bill; the American Families Plan, which is the education and families bill; and the PRO Act, which is the union protection bill.

The American Jobs Plan. You may have been hearing a lot in the news about infrastructure, trying to do it in a bipartisan manner. If not, for the Democrats to go out and do it through reconciliation.

There's a lot in the infrastructure package: repairing and modernizing highways, bridges, ports, airports and transit systems; the water supply system; the electric grid; ensuring everyone has high-speed broadband; retrofitting homes and buildings for energy efficiency; modernizing schools and child care facilities; upgrading veterans hospitals and federal buildings; raising wages and benefits for home care workers; revitalizing manufacturing; securing U.S. supply chains; investing in research and development; and training Americans to do the jobs of the future; ensuring prevailing wages and safe and healthy workplaces; and ensuring all Americans have a free and fair choice to organize, join a union, and bargain collectively with their employers.

The American Families Plan, we're looking at investing in American families and communities; universal preschool; free community college; additional college assistance for low-income students; investing in teachers; making high-quality child care affordable; twelve weeks of paid parental, family, and personal illness, safe leave; expanding healthy school meals program; modernizing the unemployment insurance system; tax cuts for workers and their families; expanding the Affordable Care Act premium tax credits; and extending child credits.

What would be so wonderful if it passed for workers everywhere in America is the Protecting the Right to Organize Act, the PRO Act. This would revolutionize working in America, close the income equality gaps, reinvigorate the middle class in America, and ensure that all workers have dignity, respect, and rights on their job.

It has a number of proposals regarding organizing.

It would reinstate the specialty health care standard that a union's designated unit for an election prevails, unless employees not included in that unit share an overwhelming community of interest with employees in the unit.

It would protect the right of unions to obtain voter lists with employee information and union elections.

It would overturn purple communications and give workers the right to use employers' electronic communication devices and systems including computers, laptops, tablets, Internet access, email, cell phones and other company equipment to engage in protected and concerted activities because so many workers now are tied to their employers' electronic communication systems.

It would make it an unfair labor practice for an employer to require or coerce an em-

ployee to attend or participate in an employer activity designed to persuade them against voting in favor of a union. This would do away with mandatory captive audience meetings that employers can do and we can't do; level the playing field on that.

If an employer commits an unfair labor practice or interferes with a fair election which negatively affects the outcome of that election, the board must certify that union as the bargaining representative of the employees if a majority of the employees in that unit sign an authorization card. And it would permit most freelance employees—employers—to the right to organize into a union. They would be allowed to collectively bargain if they perform the same work as the entity that hired them as a freelance.

It would also change the nature of contracts. There would be mandatory mediation and interest arbitration for first-time collective bargaining agreements.

The law would require union security clauses to be valid in all 50 states which would eliminate right-to-work laws everywhere.

And it would overturn the Supreme Court's epic decision and prohibit employers from forcing employees to waive their right to engage in collective or class action litigation against the employer.

The law would fundamentally change the nature of the right to strike. It would prohibit employers from permanently replacing striking employees; it would prohibit the lockout of employees to influence an employer's bargaining position; and it would permit intermittent strikes. Strike one day, go back to work; two days later, strike another day, go back to work; three days, strike another day. That would no longer be illegal.

There would be substantial new remedies to enforce employer violations of the law. Or-

ders of the National Labor Relations Board would take effect immediately upon issuance. You would no longer have to go to a federal Court of Appeals to get it enforced which slows down the enforcement of board orders by more than one year in almost every case.

A federal court would have the right to enjoin any violation of an NLRB order.

And it would change the nature of injunctive relief. Currently, to get injunctive relief, you have to not only show that there was a violation of board law, the statute, but also that such relief is just and proper, virtually an irreparable harm standard. The irreparable harm standard would drop out. The just and proper standard would drop out. And a court would have to enjoin employer unlawful conduct that interfered with restrained or coerced employees in the exercise of their protected concerted rights or any discharge, or serious economic harm to the employee would have to enjoin that behavior unless there's no reasonable likelihood that the board would succeed on the merits of its claim.

Under this law, the board would have the right to hold directors and officers of a company personally liable for board violations if they knew about them, gave the blessing.

And individuals who are harmed by an unfair labor practice would be allowed to bring a personal cause of action against an employer in federal court.

There is also a number of new penalties. For those employees that are discriminated against by employers for engaging in union or protected and concerted activity, they would be entitled not only to backpay, they would get that backpay without a reduction in interim earnings.

They would get front pay when appropriate; they would get consequential damages; and they would get an additional amount

as liquidated damages equal to two times the amount of damages awarded.

There would be civil penalties for employers who committed unfair labor practice charges, up to \$50,000, and for serious, unfair labor practice charges, or serial labor law violators, penalties up to \$100,000.

In egregious labor law violation, labor law practice violation cases, there could be punitive damages, and the award of the union's attorney's fees. There would be a \$10,000 civil penalty for each violation of a Board order, and civil penalties if an employer failed to comply with posting or voter list requirements.

There would be new obligations for employers. They would change the joint employer definition to employers would be joint employers if two or more employers co-determined or shared direct or indirect control over terms of conditions of employees.

Franchisees like McDonald's could no longer say, I don't set the individual franchisees' labor policies, even though I have a list of requirements that they must follow. They would be brought in as a joint employer.

Part-time supervisors would no longer be excluded from bargaining units, and you would no longer be considered a supervisor solely because you assigned work or directed employees. It would be really those core supervisory activities: Hiring, firing, determining compensation, et cetera.

And employers everywhere would be required to post and maintain a notice that sets forth employees' rights and protections under the National Labor Relations Act.

This was done by the Board a few years ago but struck down by the Court that says Congress had to put this in.

Obviously, this is a wish list and wonderful. We all know that there are many hurdles to getting this passed.

Even though the PRO Act was passed, as I described it, by the House of Representatives on March 9, 2021, we don't even have all Democratic senators supporting it let alone any Republican supporters.

As you can imagine, this bill is opposed by the Chamber of Commerce, National Association of Manufacturers, National Right to Work Foundation, and hundreds of millions if not billions of dollars of corporate dollars.

We filibuster, unless the filibuster is done away with, and even if this is passed in the law, you can imagine there will be challenges up to a very conservative pro-management Supreme Court.

So power does not like to give up power easily, and there will be many fights, as there always has been, in getting justice for working people.

Do I have time for any questions?

To the Chair.

PRESIDENT FREEMAN: How much—

GENERAL COUNSEL LEFF: Yeah. I think we're going to move on.

If you have questions, you can e-mail me. And thank you very much.

PRESIDENT FREEMAN: Thank you, Peter. Very enlightening, as always. I'm sure there's a lot of good information that leaders will be able to take back to their locals. And certainly, if you have any questions for Peter, send him an e-mail.

I'd like to now introduce Art Budich, a CPA. He's a partner in the Audit and Accounting Department of Calibre CPA Group. He has been in public accounting since 2003. Art has signature audit experience with tax exempt organizations including trade and professional associations. He is the auditor for GCC and related funds of the GCC. We have Art speaking today live via Zoom.

Art, if you are ready, the floor is yours.

ART BUDICH
Calibre CPA Group

President Freeman and to the rest of the General Board.

I just want to make sure that being I'm the first virtual presenter, can everybody—am I being heard okay? As we move on? I think Kurt said yes.

Well, thank you, everybody. I realize that this is the beginning of what will prove to be an extremely busy convention for you all. I'll be speaking for you for the next 15 or 20 minutes about some things, some policies, and some compliance considerations for you and your local unions.

As we're all aware, the last 15 to 18 months have been extremely challenging. Technology has forced us to change and adapt rather quickly, and we have a number of policies, procedures and things that we've done historically, which may need to be addressed at your local union to make sure that we stay in compliance with the Department of Labor and their Office of Labor Management standards.

Can we please move to the next slide? I apologize. I hope that the slides are being presented. I was told they would be shown.

Well, hopefully we should be on slide 3 looking at the agenda for today.

There will be four policies that I'll be speaking about: The expense reimbursement policies, and inclusive of that is a credit card policy, if your local issues credit cards; a conflict of interest policy; a document retention and destruction policy; and a whistleblower policy.

Then secondarily, we're also going to be talking about for labor unions, I have listed Form LM2 which is the most comprehensive and detailed of the LM forms, but depending on the size of your organization,

you may file a Form LM4 or LM3, and we'll get into those requirements towards the end of this presentation.

Next slide, please.

For a large portion of this group watching this presentation, you may be long-time labor leaders or long-time labor members and might be familiar with these various terms and departments.

For those of you that are a little bit newer in the labor movement or a newer labor leader, I just thought it would be helpful to make sure we know who the various organizations are that unions have to report up to so that we're familiar with the terminology and vernacular that might be used.

The Labor Management Reporting and Disclosure Act of 1959, known as the LMRDA, established certain rights of union members and standards of conduct for union—or for labor organizations.

The LMRDA is enforced by the Office of Labor-Management Standards, (OLMS), of the U.S. Department of Labor, or the DoL. So all three of those acronyms should be familiar to everybody here, and if not, please make sure that you become familiar with them.

So the first policy is one that is extremely important to labor organizations. In addition to being the audit partner on the GCC audit and a CPA, I'm also a certified fraud examiner and work with associated organizations of my clients when, unfortunately, from time to time they may get into trouble. By and large, the majority of those cases involve expense reimbursements and policies that are either not complete or may be ambiguous, and leave room for issues to arise.

So with that, I'm just going to speak over the next two slides about certain aspects of a policy which I think all organizations should have and should be required to have

to ensure that your respective organization cannot get into trouble.

So the expense reimbursement policy for your organization. It should be clear and complete with respect to your respective union.

What I mean by that is if your union—if you are a union—I'm sorry. I'm getting a message here.

If your union is one that travels frequently, you want to make sure that your organization, their policy with regard to travel is complete and inclusive of any circumstances that might occur.

If your organization is one that relies on travel by car, perhaps you need to be more cognizant of mileage reimbursement requirements.

So again, being familiar with your specific organization, and making sure that you take the steps to address the issues of your specific organization are important. The OLMS doesn't prescribe a policy, but instead prescribes aspects of the policy that should be present in your policy.

The timing of submission is one aspect where there is no hard and fast rule. Most organizations take the viewpoint that when possible, expenses and receipts should be submitted the week following any travel or the week of the expense, but no longer than one month after being incurred. This helps to ensure proper accounting, but also that no receipts are misplaced or lost during any time frame.

The policy should also be very clear with the types of receipts that are acceptable. Original, itemized receipts should be required for all expense reimbursements and to substantiate credit card expenses.

A credit card statement per the OLMS is not considered an original receipt. So if you use your credit card to buy something and

are seeking reimbursement, make sure that your policy requires that original receipt to accompany that reimbursement.

Next slide, please.

For those unions that have travel, making sure that your policy is inclusive of what is acceptable while on travel and for initiating travel. For some organizations, pre-approval of the General Board may be required, and also, there might be a requirement as far as what type of travel is permissible.

If the travel is of a certain distance, is driving or flying acceptable, or if it is cross-country, is upgrading acceptable? Also, instances when it's acceptable to bring a significant other, and for prolonged travel, types of other miscellaneous expenses that are allowable.

Finally, all business—all expenses for reimbursement must substantiate the union cause. So a business purpose must be included. For some expenses that might be obvious, but for others such as meals, including who attended as well as the business purpose, must—should be mandatory.

Further, if a union provides a credit card, as I stated, the original receipts substantiating those credit card expenditures must be submitted.

Again, for organizations that issue a credit card, personal use should be strictly prohibited. Now, of course, from time to time there might be accidents, and that is to be understood; however, those should be reimbursed to the union as quickly as administratively possible.

And finally, for a number of my clients, organizations that issue credit cards, they require those people that have the credit card to annually sign an acknowledgement that they're aware of the policy, and will adhere to the policy. That way no one can claim

that they were unaware or that there were any items that they were not familiar with.

So again, the OLMS doesn't prescribe an exact policy, but these are all components that they advise your reimbursement policy has.

Next slide, please. Conflict of interest.

Now, the next three policies that we're going to be talking about were questions that were included in the Revised Form 990 of about a decade ago.

There were three questions or three policies that are specifically questioned on the Form 990, and while it's not required that you have these policies, it's certainly a best practice to have them, and will ensure certain benefits to your union.

The first one, Conflict of Interest. The language that the 990 uses to define Conflict of Interest is here on the slide. But the 990 will ask three questions: Does your organization have a conflict of interest policy; are officers and key employees questioned annually and asked to disclose any conflicts of interest; and then a third question about how the union manages to track whether or not there's a conflict of interest.

My clients generally on an annual basis will send out a questionnaire to their board members and other key employees just to make sure that any conflicts of interest have been disclosed.

These questionnaires do not need to be attached to your 990, but they should be retained for your own record retention in case anyone ever questions your 990, the IRS.

The next slide, please.

The third policy, Document Retention and Destruction. The LMRDA requires records necessary to substantiate any filings, so mainly your forms LM to be maintained for a minimum of five years.

Organizations I work with tend to maintain those records for a longer period than

that, seven to ten years generally. And I would advise that if you don't have this policy, or if you are looking to make sure it's up to date, that you consult with your legal counsel to make sure that the timelines included are sufficient.

Now, one thing about this policy that I've been urging clients to take a fresh look at is with regard to electronic records. About a decade ago when this question first appeared on the 990 and organizations took a closer look at document retention, electronic records were not nearly as prevalent as they are today, and even two years ago aren't as prevalent as they are today.

As we're all aware, you've all been working remotely or largely been working remotely and having relying much more on electronic records. However, the policies that may have been adopted five or ten years ago have not taken this into consideration. So now would be a good time to go back and look at the way your records are being retained, and making sure not only are they being retained, but they are tracked to make sure that you're adhering to any destruction policy that you might have.

The OLMS doesn't prescribe a document retention policy with regard to the maintenance of electronic records. What they have issued are different compliance tips. And generally, what the OLMS is looking for is that your electronic records are indexed, that they are preserved and accurate, that they cannot be altered, and that they can be retrieved when necessary.

So hopefully, for all of our electronic records, that is the case. But again, this would be a good opportunity to go back and take a look at those retention policies and make sure that they are current and up to date for your union's practices.

Next slide, please.

The fourth policy that I was going to speak about today is a whistleblower policy. This, in my opinion, is one of the more important policies that an organization can have and one that I find, time and time again, either doesn't get enough attention or does not have enough options for individuals to report any activity.

As I mentioned, I'm a certified fraud examiner; I'm a member of the Association of Certified Fraud Examiners. And the ACFE has done numerous studies on whistleblower policies and their effectiveness.

And what's been found is that in instances when fraud has been discovered, about 50 percent of the time it's due to a tip that's been received from an employee, a vendor, or someone else outside the organization. Audits, internal controls are all effective and need to be performed. However, a tip line by and large has been found to not only be the most effective way to uncover fraud, but also for organizations where a tip line or a whistleblower policy was in place, the median losses were reduced about a third from other organizations that did not have one.

In addition to not only strengthening the opportunity for a fraud to be—or a misappropriation of assets to be disclosed, it also strengthens the control and hopefully deters individuals from trying to conduct a fraud. As management in an organization, the only way to really prevent a fraud is to strengthen internal controls, and that can be done both by having detective controls such as a tip line, but then also having deterrent controls.

Things that would potentially deter fraud are strong policies like a strong expense reimbursement policy that all members and management adhere to, and then also having policies where individuals know that they can come to the organization if they have concerns.

So with that, an effective whistleblower policy should be made available readily, whether it's on a website or in a breakroom, somewhere where members, individuals at the organization have access and can be made aware of it. And then there should be also numerous ways for reporting, whether that be through email, through a tip line, to legal counsel, to the board. But again, there should be numerous ways for an individual to contact if they have concerns.

Next slide, please.

So as I said, the second part of what I would be speaking about today would be compliance requirements. And this may be geared more towards your newer union members, your newer labor leaders here. However, I still find it can be productive as a refresher just to touch on some of these items.

As I mentioned initially, depending on the size of your organization, you might be filing either a Form LM-4, LM-3, or LM-2. LM-4 is the least comprehensive of the forms, whereas LM-2 is it the most comprehensive of the forms. And I apologize, the slide I believe you're looking at has, for LM-2, it's for annual receipts in excess of \$250,000.

Next slide, please.

Now, the LM-2, again, is the most comprehensive of the forms. It's comprised of 11 questions about your organization; a balance sheet or Statement A which then has ten accompanying separate schedules which support all the amounts on Statement A or your balance sheet; and then an income statement or a Statement B which includes separate schedules of all the salaries and disbursements of officers, Schedule 11 and employees, Schedule 12, as well as an itemization of expenses paid to individual vendors. And that itemization is for vendors who received either \$5,000 individually or in aggregate at any point during your year.

Now, for those of you that are newer labor leaders or, again, those that have been possibly reviewing these forms for a long time, there are certain areas that, in my opinion, should get special attention. Schedules 11 and 12, as I mentioned, is a listing of all the employees and officers of the labor union, and their salaries and disbursements. Whoever is reviewing the form, it's expected that you are familiar with the form, the activities of your organization, as well as the activities of the people that are being reported on Schedules 11 and 12.

It's important to be on the lookout, when looking at those schedules, for disbursements or allowances that seem unreasonable or unexpectedly high. This can either be indicative of incorrect reporting on the form or perhaps some other issue that might need to be investigated further.

Also important is when looking at the vendor sheets, the itemized vendor sheets for the expenses. Again, being familiar with your organization, knowing the expected expenditures of your organization, and when a vendor seems to have expenses that might be too high or an unknown vendor, are things to be on the lookout. Again, that could be indicative of a reporting issue or just—or something, you know, more serious.

Next slide, please.

Now again, the reporting of this—the filing of this form is to be taken very seriously. It needs to be signed electronically by both the president and treasurer of the union, and under LMRDA, officers are subject to criminal and civil penalties for willful failure to file or willful false reporting of this form. So again, the responsibilities of the labor leaders here for this form are very serious.

Again, I appreciate the opportunity to have spoken to you today. For some of you, this is information that you're aware of. For

some of you, some of this information might be new. However, I always find that sometimes a refresher can be effective and give you the opportunity to go back to your own locals, take a fresh look and make sure that you are in compliance and that your policies have ensured that your union is safeguarded against any opportunities for issues to arise.

So with that, I can turn it back over to President Freeman.

PRESIDENT FREEMAN: Thank you, Art. Very informative, and hopefully the locals and district councils out there really took note on what you had to say because, you know, we don't want to be caught up in any of these situations where we're not reporting properly and we get ourselves caught into a bind, which does seem to happen from time to time. So again, very informative, and thanks again, Art, for your presentation.

It is now my pleasure to introduce Christy Bailey, who is the Director of Teamsters Department of Political and Legislative Action and assistant to the General President. She has been a member of the Teamsters Union since 1999, right out of junior high, I think.

As Director of the Department of the Political and Legislative Action, Christy oversees the unions' national DRIVE program, federal and state lobby activity, and works with the Teamster Joint Councils and local unions to mobilize workers around political and legislative issues.

The Department of Political and Legislative Action was fully engaged in the 2018 midterm and 2020 presidential elections with great results. And I can tell you that, from my time being here at the Teamsters, she has been a great asset for the GCC. It is my pleasure to introduce Christy Bailey also via live Zoom.

And Christy, the floor is yours.

CHRISTY BAILEY
Director of IBT Legislative and Political
Action Update on Federal and State
Legislative Agenda

Thank you very much, President Freeman, and thank you for having me here today to update your delegates on the political and legislative state of the union. And I always love speaking to convention. My father is a retired GCIU member and so I feel a kinship with you all. So it's really great being with you here today.

I have a lot to report. It has been a busy few years. We started very early looking at the 2020 presidential election. I mean, we were working really hard in D.C. on our pension issue and other issues and just really were unable to move forward with our priorities because of the Republicans in control of the White House and the Senate.

And we knew that the only way forward was to engage fully to elect candidates who would support us on our key issues. And to do that, we needed greater turnout from Teamsters than we had seen in the 2016 election.

We believe the key to that increased turnout was early member mobilization. We started our campaign more than a year before the election. We surveyed Teamster members to identify the issues they believe are the most important in the election. And they told us it was pensions, strengthening collective bargaining rights and fair trade.

From there we moved to organizing our members around the Democratic primary. We felt there was so many Democrats in the primary, we would have greater access than ever before to recruit candidates. We recruited Teamster members, trained them on the issues, and sent them out across the country. Wherever there was a presidential

candidate, there was usually a Teamster there, and a Teamster ready to ask them about their commitment to our issues.

And we got their attention. One candidate in Iowa even said, "Everywhere I go in Iowa, there's a Teamster asking me about pensions."

And the very next day he was in Nevada, and there was a Teamster there who asked him about pensions.

We asked all the candidates to do a number of things to be considered for our endorsement. They needed to sign a Teamster pledge in our three key issues, do a video recording with us asking them those questions about those issues—you'd be surprised how often a candidate knows to check a box to say they are against right-to-work, but doesn't really know how to explain what right-to-work is or what they'll do to stop it.

We also asked that they go to an event of our choosing: walk a strike line, go to organizing committee member, participate in some sort of action with the union.

And we also said that they needed to give their campaign staff neutrality should they choose to organize and form a union. All the lead Democratic candidates met these criteria, and Joe Biden's presidential campaign staff was the first-ever union-organized campaign staff. Their members—they were members of Teamsters Local 238 in Iowa.

We got the candidates on tape on our issues, on pledges on our issues, and then we got them on stage in Iowa for our first-ever Teamsters candidate forum. That was in December of 2019. Over a million people around the world watched the forum online.

We were geared up and moving. Then COVID hit and we had to adjust our program. Instead of rallies and work sites, we were on the phone and on text messaging

and on Zoom and other virtual platforms like we are today.

We sent out over a million pieces of direct mail and leaned heavily into digital advertising more than ever before. We were successful. Teamster turnout was up over our 2016 turnout in key states like Michigan, Wisconsin, and Pennsylvania.

In November of last year, we elected Joe Biden and Kamala Harris. We held the House. And then we turned our attention to Georgia where control of the Senate was still up for grabs. We mobilized again, and we were successful in electing two Democratic senators from Georgia in tying the Senate. With VP Harris as the tiebreaker, we now controlled all three power positions in DC.

Now that we had the right people in office, we moved quickly to remind them why we elected them and what issues we wanted them to tackle. We kicked off our Build Back Stronger campaign to demand secure pensions, good jobs, and strong unions. We didn't have to wait long to see this administration's commitment to us. One of President Biden's very first actions was to fire the anti-labor head of the NLRB, and he nominated the first-ever union leader to be head of the Department of Labor.

President Biden videoed to Teamsters on the eve of the election committed to being the best president for the labor movement, and he's not been shy about proving that.

Our main focus, however, remained on a dominant pension crisis, the failing multi-employer pension system. The American Recovery Plan delivered on the promises made on the campaign trail. It shores up these pension plans and provides financial security for Teamster members, retirees and their families.

The American Recovery Plan did so much more. I know Peter filled you in on most of

that earlier. It was passed through a process that allowed us to bypass the filibuster, or it would not have made it through the Senate.

With that comprehensive stimulus package enacted in March, the focus has turned to enacting a nearly \$4 trillion infrastructure investment in a jobs package based on two proposals released by the White House called the American Jobs Plan and the American Families Plan.

The American Recovery Act, the stimulus bill, was Biden's plan to stop the virus and really address the needs of Americans most at crisis at the height of the pandemic.

The American Jobs Plan and the American Families Plan combined are the Biden administration's proposals for building back now that we are turning the corner on the crisis and getting it under control.

The American Jobs Plan requests \$2 trillion over eight years to modernize the nation's infrastructure including roads, bridges, and ports, but also addresses broadband access, waterways and housing, and revitalizing manufacturing.

The American Families Plan adds another \$1.8 trillion by calling for mandated paid family leave, universal pre-K, and affordable child and health care, while also alleviating tax burdens on working families.

And most importantly, I think, as a critical companion to both proposals, the president directly calls for passage of the Protecting the Right to Organize Act, the PRO Act, as well as other key labor standards like prevailing wage protections.

President Biden is quite clear in both proposals that he isn't just trying to create any old jobs. He wants to create good jobs, family-sustaining jobs. And he's also been quite clear that his intention to expand access to unionization in whatever ways his administration can.

We support these proposals and are working with the administration to get them passed. We are also weighing in to get the right people in key places, including supporting a strong candidate for the government printing office, and we are assisting them currently with their efforts to get as many Americans vaccinated as possible.

Everything we're doing in DC and in state legislatures goes back to our Build Back Stronger campaign pillars: secure pensions, good jobs, strong unions.

I would like to move quickly and talk a little bit about our state legislative action over the last years. Despite the gains at the national level in the 2020 election, at the state level Democrats did not perform as well as expected down-ballot with Dems not flipping one chamber across the country.

So the current legislative landscape across the 50 states is to have 15 states that have Democratic trifectas. That means Democrats control the process from the governor's seat, the statehouse, state senate. We have 23 Republican trifectas, and 12 states with divided control.

Legislative maps say mostly the same after the 2020 election, aside from big losses that we took in Montana and New Hampshire. Republicans picked trifectas and promptly introduced a raft of anti-union bills. Given the political makeup of state chambers, the 2021 session continued to be a lot of defensive fights in the state legislatures.

Some of the major friends we continue to see the state level include right-to-work, public sector attacks, automation, misclassification, attacks on prevailing wage, increasingly attacks on democracy, voting, anti-protest bills, and ballot measure restrictions, and fights over COVID protection.

Overall, we were successful in fighting off the largest threat bills in state legislatures

and making gains in some areas with big fights including defeating right to work in Montana and New Hampshire. We learned the larger labor movement and progressive community and, frankly, in both states were able to get more Republicans to cross over and vote with us than what we needed.

We also defeated paycheck protection and public sector attacks in Florida, Kansas, Kentucky, Missouri, Montana, Nebraska, New Hampshire, and we defeated bad automation bills in Kansas, Massachusetts, and Rhode Island.

However, there were some bad labor bills that have been enacted this year. In Arkansas a bill was passed outlawing public sector collective bargaining. In Arizona there were onerous reporting requirements placed on (*indiscernible*) organizations. In Indiana there was a bad paycheck protection bill that targets teachers. In Tennessee they want to enshrine right-to-work in their Constitution. They have now passed it through their state legislature twice, and the question will now be before voters on the ballot in November 2022. In West Virginia they outlawed public sector strikes.

We did see some good legislation as well. I'd like to cover that quickly. We have a good post-Janus bill providing protection to public sector unions in Connecticut; a prohibition on using public funds for union busting in Maryland; and we were able to pass COVID workplace protections and standards in California, Maryland, Michigan, Minnesota, New York, Oregon, Virginia and Washington state.

So while we've had some tough fights in the states, 2021 overall has been a good year for the Teamsters Union. But we all know that can change if we don't keep electing proworker candidates. This year we have governors' elections in New Jersey

and Virginia, and we are working with locals in both states to put together an aggressive campaign.

And all eyes are on 2022. Historically the president's party loses seats in the House in their first midterm. In fact, President Obama referred to the losses of his first midterm as a shellacking. We need to hold the House if we want to continue it see Biden move his pro-labor agenda.

The current breakdown is 220 Democrats, 211 Republicans, four vacancies. As you can see, we cannot afford to lose many seats. We are watching these races closely, and we are also watching redistricting which could have a significant impact depending on where states and others draw their lines.

We also need to grow and protect our hold on the Senate. Again, currently, we have the Senate by the skin our teeth. It's a tied Senate with the vice president as a tie-breaker. We can't afford to lose a single seat in the Senate.

In addition to putting our boots on the ground in these elections, we are also completely committed to providing financial resources. Our national DRIVE program raises over 7 million dollars a year, that's 14 million dollars a Congressional cycle, and we put every penny of it back out into these elections.

I'll be honest. COVID has had an impact on the DRIVE fundraising. We haven't been able to be out in worksites, but we are experimenting with online and other ways to raise DRIVE dollars, and as of a couple weeks ago, our DRIVE reps are back out in the field, and so we know we will build that fund back up.

So we have a lot to do to continue our Build Back Stronger efforts, and we look forward to working with the GCC and everyone on this call to make sure that we're getting it done for our unions.

Again, thank you very much for having me here today.

PRESIDENT FREEMAN: Thank you, Christy. The brothers and sisters of the GCC appreciate your time coming and speaking with us this afternoon. And we are certainly more than willing to working with you and anything we can do to get the—in the next cycle continue to get more Democrats and more progressives elected to office.

So we look forward to working with you in the future, and we certainly appreciate working with you in the past.

DIRECTOR BAILEY: Thank you.

PRESIDENT FREEMAN: So again, thank you very much.

As you know, theme for this convention is Organizing For a Stronger Tomorrow.

Shortly, we've got Jeff Farmer coming up, and an organizing workshop session.

We also, prior to the convention, reached out to locals and district councils across the country asking for videos to highlight some of the organizing that they've been doing, whether it's a particular one shop or a number of shops or just something that the local is doing as a whole.

We've got such—we've got a couple of videos up. The first one is going to be Local 3-N out of Boston. If we could get that up, I would appreciate it.

... A video presentation was shown to the delegates, which contained the following message.

DELEGATE STEPHEN T. SULLIVAN, Local 3-N: Greetings from GCC Local 3 in Boston. I hope that you are doing well at this incredibly challenging time dealing with a global pandemic for our members and their families.

I appreciate this opportunity to share a little bit of what Local 3 has been doing in the area of organizing.

I'm sure that we all recognize the challenges in our industry, and we know it's vitally important to do everything that we can to grow our membership numbers and grow this conference. Here at Local 3 it's been a team effort since launching our Organizing and Win campaign to increase membership in union shops into Local 3.

We've been pushing hard. We've organized eight new shops into Local 3. We also filed for and won an important NLRB union election at the Sun Chronicle. We learned a lot in that process, and I'm proud to say that we got a first-time contract within six months of union certification. We've spoken to workers and business owners—that have been given to us.

It's about educating them on what we already know, that the union way of life is a better way of life.

So God bless you all from Local 3 in Boston. We hope to see you again in the flesh in the near future. Take care.

SECRETARY-TREASURER NOBLES: Good afternoon, Brothers and Sisters. Pleasure to be here. That was a nice video by Brother Sullivan out of Boston 3-N. Throughout our convention you will be able to see other locals and other videos that sent some in for to us to show, hopefully multiple time throughout the convention.

I'm Steve Nobles, I'm the Secretary-Treasurer/Vice President of the GCC/IBT. I get the pleasure of introducing our next guest speaker.

Before I do that, though, I just wanted to touch on a couple of issues as we went through this.

A couple of years ago when I came to Washington, D.C., I sat down with President Freeman, and we had a common goal of trying to rejuvenate and energize the Organizing Department and organizing the GCC.

We had a very receptive General Board who has worked with us and held us accountable for trying to grow our membership. We initiated monthly conference calls with all of the locals.

President Freeman utilized the Contract and Research Department of the IBT, we discovered some targets, passed them out to the locals. The locals went on reconnaissance missions, reported back to us in the monthly conference calls.

We then decided—excuse me. The pandemic hit, and we had to find another way to try to keep the momentum going. President Freeman reached out to our next speaker, and they started setting up some Zoom trainings, which I'm very happy to say over three Zoom trainings, we have trained over 100 organizers within the GCC/IBT.

We have all witnessed our membership decrease over the years. We have to change that. Through Organizing For a Stronger Tomorrow, I believe we can achieve that.

We have to energize the locals. They have to start. We're going to hire another national organizer to replace Brother Street, who retired. And with a labor-friendly administration, and with a labor-friendly NLRB, which will be coming in August, my legal counsel tells me, we should be able to hit the ground running.

When we made the decision to start the trainings, we reached out to the next presenter, and I want to tell you a little bit about Brother Farmer before we get going.

Jeff Farmer is the Director of Organizing for the International Brotherhood of Teamsters, a union representing 1.4 million members.

Jeff attended Hampshire College and the University of Minnesota as a young man. He gained valuable hands-on experience working several jobs, including deck hand

on the Mississippi River barge and a welder in a manufacturing plant.

He's a longtime veteran of labor movement. Jeff was a member and worked for a number of unions before being hired to work as an organizing coordinator for the Teamsters in Minnesota.

In 2002, General President Jim Hoffa made one of the smartest moves as General President when he hired Jeff Farmer to move to Washington and create a new Teamsters Organizing Department.

Jeff helped build a department that started out with 12 organizers to well over 100 organizers now that are focused on organizing workers throughout the global supply chain including transportation, warehousing, and logistics. A to Z, they used to tell me, from the airline workers to zookeepers.

In the face of a tough economy of layoffs and downsizing, the Teamsters are aggressively organizing and maintaining their membership. Jeff is also a member of the National Research—Resources Defense Council and the Sierra Club. He's an avid distance runner and cyclist, and is married with two children and two grandchildren, and most importantly, he is a great friend of the GCC.

So Jeff, the floor is yours.

JEFF FARMER

Director, Organizing Department International Brotherhood of Teamsters

Wow! Thank you, Steve. And let me just say to President Freeman and to all of the delegates, what an honor this is to be here with you today.

I can't say enough about the role that your union has played in moving organizing to the front and center, and we're just happy to, as a department, to work with you.

I also want to thank President Freeman for, at the request of General President Jim Hoffa, for serving on the Organizing Committee for the IBT Convention. We just concluded our work yesterday, and so it's full speed ahead.

But again, what an honor it is to be here. I just want to say from the beginning how much, you know, we admire the fact that, you know, words are meaningful, and when you chose to have as your convention theme Organizing for a Strong Tomorrow, I means that's exactly right on.

We also admire the fact that, you know, as a key element of your convention that you have scheduled not one but two organizing training sessions today and tomorrow. Those will done by the folks who really do the work at the department, and that's our three of our regional coordinators, James Curbeam, Jarrod Skelton. Curbs is in the southern region. Jarrod is in the central and Ricardo Hidalgo is the western region organizer. Then you also will be hearing tomorrow from Greg Chockley, who is our national campaign coordinator.

We have a great team, and I know you will be impressed by what they present.

Let me just start out with kind of an overarching theme, and that is it's a new day, Brothers and Sisters. We have to step up and take our rightful place as the leaders of the American labor movement in taking advantage of this moment.

Let me give you some recent examples. Literally just in the past couple of weeks, our union has organized thousands of workers in a variety of different industries. This is to me what's kind of exciting.

So for example, we organized some cannabis dispensary workers in Chicago. That took place at the end of May. Jarrod Skelton is leading that effort. Today we're going to

get the results of another election in Chicago at another cannabis dispensary.

In one of our core industries, Sysco Foods and US Foods Service, we had two recent big victories, one in Virginia and one in California. In our waste industry, we just took on one of the giants of the industry, Waste Management, and we won over a big campaign for nearly 200 workers in Simi Valley, California. We kicked their butts.

I got to say one of the strengths of our department, I believe, is the diversity that we represent. That group of nearly 200 Waste Management workers was—it was an all-male unit, but the two organizers who did the job were two female organizers, and they just did a terrific job, as the results showed.

We also have had recent victories in school bus, one of our key Teamster industries. We have had victory with Shed-it, the big document dealer or whatever, in New Jersey.

So there's a lot of activity going on, but let me just share with you one other intriguing example of a recent victory, and that's just this past couple of days out in northern California where 500 AAA insurance agents decided that they wanted to be represented by the Teamsters Union, and they won overwhelmingly, and we're being looking forward to bargaining that first contract.

So what I'm sensing here is that it's a new day. And as we see COVID receding, one of the outcomes of that, I think, has been the focus on the importance of workers.

Clearly, millions of workers are essential. They and the work that they do really matters, whether they're delivering food, whether they're printing materials, whether they're, you know, delivering vaccines or testing kits.

So you know, COVID, I think, has changed the dynamic. I just want to share with you a couple of statistics in a second.

But I think it also affected the way we operate. Necessarily, we're doing more to reach out to workers using new tools to communicate and move workers to action.

I think there's been an increased focus on income inequality, and the need—for example, if we say workers are essential, but we're not paying them a minimum wage, that's contradictory.

So —and I think also what we have seen is an increased focus on the health and safety of workers in the workplace. You know, this idea of forcing workers to choose between their health and safety and going to work. So that's one thing is with, you know, the receding of COVID.

The other thing, as a number of previous speakers have mentioned, is just the changed political climate. Clearly, whether we're talking about changes at the NLRB; whether we're talking about a presidential task force on organizing; whether we're talking about the huge, just historic victory to win pension protections that was led by General President Hoffa, you know, clearly, it's a new day politically.

Workers and their unions, rather than being seen as the enemy, now are being seen as partners in progress.

So but let me just share with you a couple of very interesting statistics.

A couple of years ago, before COVID hit, the Public Broadcasting System announced that they had—you know, they announced a study that they had done to say that even though only about 10 percent of American workers at that time belonged to unions, that nearly half of the non-unionized workers in the country would join a union if given the opportunity to do so. Half of the American non-union workforce.

You know what that translates to, Brothers and Sisters? That translates to 58 million

workers. Let me give you that number again. 58 million workers a couple of years back said that given the opportunity, given a level playing field, given a, you know, lack of coercion and intimidation, that they would step up and join a union.

Okay. So COVID hits. Now what are the numbers? Well, in just a very recent report, just from a couple of months ago to analyze the effect of COVID-19 on people's attitudes towards union, now three-quarters of the folks that were—Americans who were surveyed said that they were either somewhat or very supportive of labor unions.

In fact, 25 percent of the respondents said they are feeling more supportive of labor unions than they were at the start of the pandemic a year ago.

So if there is an opportunity, I think that those numbers, you know, absolutely reflect that.

So the question before us then, I think, is how do we take advantage of this moment and these potentially extraordinary opportunities to organize on a scale never before seen. So one, and I know that your very able attorney Peter Leff and Christy Bailey referenced the PRO Act. But let's commit a full-blast fight in support of the PRO Act.

Yeah, we understand that the politics are against us, that you know we don't have solid majorities and all that. But the same thing could have been said about the pension fight. Who would have thought we could have won that; right? And we did.

I just think we turn up the heat, we mobilize all of our friends and allies and members to say that it's been 80 years, 80 years since there's been an improvement in labor law. And think how the world of work has changed during that time. I mean, we deal with millions and millions of workers who are not even part of a National Labor Rela-

tions Act system because they're misclassified as independent contractors.

So there's fundamental changes that need to be made. I know that Peter highlighted several of the things, but just as a ground organizer, as ground organizers, I think we have to stress the fact that it prohibits captive audience meetings. Think of if we took that off the table and didn't allow employers to beat the crap out of workers in captive audience meetings. And if we also required that employers must disclose their union-busting contracts, you know, with busters. So those are a couple things.

But it also addresses, as I say, this issue of misclassification. Clearly, one of the ways that employers get at us is they try to defeat us when it comes to organizing campaigns. And then if they lose and workers win, what do they do? They drag out the process forever and a day. And we've seen that in some of our biggest campaign fights. But the PRO Act would mandate first contract arbitration and mediation if necessary.

So I think that's number one, we fight for the PRO Act with everything we've got. We do exactly what you're doing. We train ourselves and our members in how to approach workers?. How do we have those initial conversation? How do we follow up and get workers to start thinking about joining our union?

We commit resources and prioritize, and just like you've done in a very smart and strategic way, you know, listen, we also understand, with 94 percent of the private sector workforce non-union, there's a whole ton of targets out there.

But I think what you and your leadership have done is to identify some particular focus, for example, on packaging. Think of the proliferation of packages that pile up at people's apartments and homes during

this—you know, everyone is shopping on-line. So if you guys were able to, like, get right in the midst of that and organize, you know, the packaging operations, that's huge; it makes sense.

You know, one of the things we talk about is building power by industry, building power by company, building power geographically, and building power in terms of occupation.

Listen, I just want to close with this, that this next several months, this upcoming year is going to say be a big one for our national union—our International Union. There's going to be a lot of back and forth and we're trying to figure—our members will be having an opportunity to vote in the future of the union.

But I'm here to say that hopefully the one thing we can all agree on is that we maintain 100 percent full-blast the unwavering commitment of General President Hoffa and our union to organizing the unorganized. Because Brothers and Sisters, to conclude, let me just say it's absolutely the right thing to do for non-union workers, to lift them up, to give them a voice on the job, to give them a contract, some dignity and respect. And it's also the smart thing to do. Because every time we organize a group of workers and we build stronger—for a stronger tomorrow, we protect our own members in the process.

So with that, again, I thank you for your time. And Kurt and Steve, I just really appreciate looking forward to a continued partnership with GCC going into the future. Thank you, Brothers and Sisters.

PRESIDENT FREEMAN: Thank you very much, Jeff. And yes, we will continue to be in contact with you and your department to utilize all the resources that you have, and I look forward to when we hire our organizer, that we can hook them up with you and

your group and just make it much stronger for us to go forward in organizing more people. So, thanks again, Jeff.

DIRECTOR FARMER: Thank you.

PRESIDENT FREEMAN: I'd like to introduce right now Jarrod Skelton and Jim—is James there? Is Curbeam there?

ORGANIZER CURBEAM: I'm here.

PRESIDENT FREEMAN: You're down there too, okay. Very good.

There are two of the young men that we've used in our Organizing Zoom meetings twice, and they're very good. They're very good at getting their points across and engaging, and hopefully we can maybe get some engagement going on during their program.

So with that said, I'm just going to turn it over to you guys, and take it away.

IBT ORGANIZING DEPARTMENT

ORGANIZER CURBEAM: Good afternoon, everyone. I would like to start off by saying thank you, President Freeman, especially for saying "young men." You know, for a while there I did consider myself as a young man but, as you can see, there's a lot of gray hairs here nowadays.

I would like to thank you, President Freeman, and the entire GCC for inviting us. As Brother Farmer said, it's our honor. We are happy to be here today to assist you all.

Just to give you a little overview of the Teamster Organizing Department. Based on a vision by President James Hoffa and the foundation of the early 2000 Teamster Convention, the 10 percent commitment to organizing fund, the Organizing Department was re-created under the leadership of Jeff Farmer.

Over the years it's been partnerships of the Organizing Department with local

unions, Joint Councils, divisions, and other departments. The organizers have built a reflection of the membership to be diverse not only in the workforce we organize, occupation, industry, and geographically, but also gender and race (indiscernible) barriers that we may face in organizing thought the country.

Our department is made up, as Brother Farmer mentioned, a couple people, Jeff Farmer is our director. We have a deputy director named Manny Valenzuela out of California. Assistant director is Cathy Rapp, she's based in our home office in D.C. Our national coordinator, which you'll hear from tomorrow, is Greg Chockley. We have four regional organizing coordinators. Ricardo Hidalgo, you'll hear from tomorrow, so he's out of the West. Jack Kern, he's out of the East. He has worked with GCC earlier, I'd say late last year on a project which was successful. My partner you'll hear from in a little bit, Jarrod Skelton, he's out of the Central. And myself, I'm James Curbeam and I think everybody may have heard Jeff and President Freeman called me Curb. Most people around the country know me as Curb in the Teamsters Union.

We have multiple different organizers that work in our department. We have IBT staff organizers, we have field organizers, and we have lost time organizers. Most of our lost time organizers come out for a short period of time to work in a specific industry that we may be organizing. We have lead organizers that are IBT staff organizers, field organizers, and also lost time.

We try to put the best person that can lead the campaign in charge, to make sure that we actually help the workers be successful.

We have ongoing organizing trainings that we constantly have to help educate our members, locals, our organizers. And you

also heard President Freeman say we (*indiscernible*) three with this conference. And we continue to hope that we will have that opportunity to do more with the Communications Conference.

We recently had an organizing conference where we had over 300 Teamsters that attended, and that was our first real virtual training that we had of that level.

So we actually have been adapting to this pandemic and making the best of it, to make sure we are able to sharpen our skills not only on the ground but also virtually, because it is evolving opportunity for us all to connect with workers not only in person but also over the Internet, because we're changing in those times.

At this time I'd like to turn it over to Mr. Jarrod Skelton.

ORGANIZERSKELTON: All right. Thanks, Curb. And thanks to the convention, Brother Freeman, Brother Nobles for having a vision to organize and inviting us to your convention. It's an honor to be here. It's also an honor to have participated in the past year in some of the trainings that we've had and got to know a lot of the members and the leaders of the GCC.

Organizing, of course, is the life and blood of our great union. Without organizing, we will not survive. And over the past year, year and a half, it's gave us an opportunity to really take a step back and look at what we're doing, but then take a huge step forward.

In the past year we've had to learn new ways, new skills, new tools, but things that we probably should have been doing anyway. So we've been able to move forward.

In the past year and a half we've had multiple trainings, we've talked to thousands of workers, we've filed for elections and won elections. We haven't been sitting still.

As Curb said, we had our first-ever virtual organizing conference.

The important thing is, we're going to continue with these same tools moving forward as we're coming out of this pandemic. We're taking the things we learned, adding it to the IBT model, and going to continue to organize.

So it's been really helpful to be able to learn these new tools throughout this time. But the fact is, no matter if it was during a pandemic or not, workers still needed representation, they still had the right to organize. So we've learned how to empower workers to stand up for their rights in the past year and a half but just do it in a different manner.

One thing that we don't do, though, is get away from the IBT model, the organizing model some of you may have heard of.

With that being said, I'd like to share my screen here and show some slides as we go through a few things today.

Is the screen up? Okay.

So yeah, the IBT model. There's five points to the IBT model that we can get you all copies of and hopefully when we're organizing, we're out there using this model. It's a model that's been proven to work, and if we don't exercise every step of the model, then we're not going to be successful.

We understand there's going to be times that maybe we'll jump in into the middle of a campaign and so we can't start at Phase 1, but we need to go back and make sure that we cover all steps of the model so that we're successful.

And briefly, I'll go through them. Phase 1 of the IBT model is recon. It's important that we know what we're organizing. It's important that we take a look at and do some research on our target.

That we're finding a viable target, and that we're sure that our local union has the

capacity to organize that target. We got to recon. We'll talk more extensively on some of the key elements of recon shortly.

We got a Phase 2. Identify leaders. We want to find leaders within the work.

Leaders have followers. It's not somebody that's just (*indiscernible*) extreme organizing drive. But that doesn't mean they are leaders. So it's important to identify between the two.

Also, we got to build a committee. We can't do this alone. The committee needs to work within their workplace, build the committee so they can talk to their coworkers. The committee is what's going to win these elections.

Also, we got to build to majority. We got to win an election, but we got the majority support.

Finally, be ready for to seek recognition or go to an election.

Them are the five steps of the IBT organizing motto. Each of them we'll touch on throughout the next day and a half or next two days.

I'd like to start a little bit on the recon part. As I mentioned a while ago, the recon research, I like to call it (*indiscernible*) because it's more than just research. It's really digging down deep, probing into the unit or into the target that we're looking for. And to see if it's something that the workers need help with, if there's interest, and if it's something that the local union can take on.

It's important that we follow all these steps before we get ahead of ourselves and just try to go with a hotshot that maybe we think is hot or that we want more than the workers.

So first and foremost, let's research stuff. When we're doing the research, what are we looking for? Of course, the target itself. We want to inventory the local's capacity to handle it, but we also want to look at the target

and see if there's stability within the target that we're looking at. Do they have the financial burden—the financial ability to move forward, or is it a company that's actually getting ready to go out of business? If so, we got it figure out how to deal with that.

We need to research and find out, is there Teamster contracts at this location? Maybe there's others, other local unions that represent these workers. Or maybe we have other unions inside of the workplace.

We also want to research and find out what the demographics are within the workplace. Is there worker issues that are known throughout maybe the community or has been in the local newspaper, local media. And also, do our members service that location? You know, do our drivers or delivery drivers, our food service, laundry, whatever, do they service this particular location?

Also when we are doing the research, do they have contracts, meaning government or public contracts, that we can utilize within the organizing drive?

Finally, let's find out who their customer base is. It's very important.

Also, next step within the recon phase would be let's build a list. This is something that has been different than—different throughout the years, and especially going through the pandemic, we have learned how to build list work virtually. We scan social media pages, we scan the Internet, and we look for ways to build a list because we have to know who we're organizing, we have to know how many people are there, who they are. And so there's various ways to build that list.

Is there also a way to get some type of a company list? Is there a way to get a FOIA request through the—to get a list that way? Use our own members. Once again on the research side, we're asking is our members

servicing that place? If they are, can they get us a list? Do they know people? Who do we know within the workplace?

Also, during recon we want to identify workers that we may already know. You know, we it takes quite a bit of time sitting outside of a workplace to see who is coming and going. You know, we may identify that our neighbor or somebody we go to church with, or whatever, works there.

Follow up, also, with any leads or any previous leads we've had within the workplace so we can identify somebody that we know within the workplace.

Once again, what about somebody that's been outspoken in the media? Maybe something's going on at a particular target that we're organizing. Has there been quotes in the news media from them?

Employee parking. Believe it or not, there are some locations that will have names on parking spots. Could be somebody that's got a safety ward or monthly employee parking. So look for these things.

Also, the most important thing is to learn about the pay benefits and worker issues. Not the issues that we want them to have, but what's important to them. Is pay? Pay seems to be for everybody, but I'll just use, for example, in the cannabis industry. It's important to them, but there's other things that's more important than the pay. We need to find out what their issues are when we're talking to people.

Also, company vulnerabilities. It's really important; sometimes we forget that. Let's look for leverage points. When we are doing recon, let's dig deep and find out is there a leverage point. Do they have a government or public contract that we can use? Do they have customers that we have relationships with?

What about community involvement? Is there something that we can expose the company to around a worker issue. Find a vulnerability that we can use within our campaign.

We also want to ID any of our allies. It's important that we identify any community allies, political allies, anybody that would be supportive of the workers' calls. That's really important to identify.

Other labor organizations, any federations, religious leaders, any businesses or other—maybe even their competitors. Anybody we can identify as our allies.

Also, finally, the one thing we always forget during recon is really map out the facility. It's really important. We'll map it out, we'll put it up on the wall, we'll take a look at it, and we'll use that throughout the entire campaign because when we can get a map of the inside of the facility as well as the outside of the facility, it helps us down the road on knowing who works with who. You know, who parks with who. Where the lunch area is, where the break rooms are, or where people slip out the backdoor to take a smoke break or to get some fresh air. All these things are extremely important down the road, so really think out of the box when we're doing this recon and research.

Down the road, we'll want to identify leaders within each of them workplaces. That's where that map can come in handy.

Finally, in recon phase, let's set benchmarks. Let's not move forward until we hit certain benchmarks so that we know we've got the information we're going to need in order to move forward.

But we're moving through this pretty fast, but these five phases are extremely important. And sometimes, you know, we're not always successful, but when we are successful, it's by following the IBT model,

making sure that we're checking the box in each of these phases. So really trying to follow these.

And you know, the last thing I'll just say is, once again, recon phase doesn't stop. You know, it's not like we finish one phase of recon, and then we go to the next phase, and we forget about the recon. Recon goes on throughout your entire campaign.

So with that, I'd just turn it back over to Curb and he's going to cover some initial contacts about how to go about that as well as phase two of the model. Curb.

ORGANIZER CURBEAM: Yes.

We continue throughout our campaign to identify leaders.

I would say this, and I think anybody else would say this also, who wouldn't want to be unionized. Who wouldn't want to be a member of our great union?

But you know, we have got to actually think about who we're trying to organize. If it's a brand new, unorganized group, even, we're doing some internal organizing, organizing a group that is in the same location that we're in, you got to continue to research. You have to continue to build your lists.

But this is the 300-pound gorilla in the room: Beginning to make initial contacts to identify leaders. That is some of the most—that is probably the most uncomfortable thing that you encounter as an organizer is making that first, initial contact. It's not easy.

You know, it's easy for some people to feel like they're screwing up. You could be over-aggressive. You could overplay your hand. One thing I could say is when you begin to try to identify leaders, you need to make sure that you're making the first contact very cautious. Be yourself. Talk to the person just as if you was talking to somebody that you was first meeting in the supermarket. Don't go right in and start having the conversation

about they need to be unionized. Because they hadn't lived the lives that we have lived. They don't understand the importance of being a union member.

You know, a lot of times you could start off by just introducing yourself as "I'm James Curbeam." You don't have to identify yourself as a union leader, a union official. Just identify yourself as a person so they start getting to know that person.

If you know where they work at, how is it working at ABC Printing Company? You know, what is the work atmosphere? How many people work there? You want to start off very soft, and actually give them some room to breathe and don't pounce on them. Because a lot of times if you are overaggressive, you are going to lose them right off the bat.

Talk about if they got a baseball cap on, they got a White Sox hat on, talk about the White Sox. Talk about baseball. Talk about football. But take the conversation slow, and pull information out little by little. And then if you get to point where you—they are comfortable, and you are able to have a deeper conversation about their work environment, that's when you start asking them about things that's going on in their workplace.

What would you like to see changed in your workplace, if there's one thing you could change? You also want to talk about how has it been for them working there. You know, how long have they worked there? You know, what do other people think about working there?

You know, when you get down to identifying leaders, this is where a lot of people make mistakes at. That a lot of people think that leaders are the person that's the loudest in the room, that's always taking on the boss, or always complaining.

A leader is someone that people follow. And a leader could be the person that coordinates the parties, the person that actually takes up money for the bets, for the lotto. The person that coordinates for people having days off. I always like to say this: It could be the dope person. The person that's selling the dope in the workplace? And you know, we all know that.

It could be the loan shark in the workplace. But you know, we got to look at who people listen to, and who people follow.

Sometimes people think that a leader is a member of management, and that's not. Someone that have control. People are not following that management person. They are in fear of that management person.

We want to make sure we keep things under the radar, do not hold small meetings, talk about handing out cards. We want to make sure we form actual have real communications, and we actually are going to do something. Evaluate the campaign and benchmarks.

But one of the things that I really want to talk about just right here in identifying leaders in our Phase 2 is really making that first contact, and that can be very—I say this again, it can be very difficult and uncomfortable. But you know, one thing that we can also do is make sure that we are always talking about our union at church, in the grocery store, at the Little League games, at the dinner table. Wherever we are at, we need to be talking about our union, and making sure that everybody around us knows who we are. And if we're looking at organizing a non-union workplace, that we know what we're dealing with before we go there, and not just show up like that handing out cards, standing at gate, you know.

You know, if it's in the same industry, a lot of times you may know someone that's

already working there, and that could be your first contact. You know, your family members may know somebody that worked there. If you could get an introduction, that's even better on the first contact.

You know, if it's someone that you went to school with, somebody that goes to church with you, introduction is always better.

One of your members may know someone, so let's always look at how we could get an introduction for our first contact.

But if we have got to go cold, let's go cold, but be very cautious. Don't be pushy. Be open-minded, and remember that everybody don't have the union mentality as we do.

But you know, we want to make sure that we stick to this program. It may be tedious. It may be time-consuming, but when we plan, and we work the plan, we are more successful. I'd rather fail the plan than plan to fail any day of the week.

You know, so we want to take—as Jarrod said, we're running through this kind of quickly. You know, this is a crash course between myself and Jarrod, and Greg and Ricardo tomorrow, we want to make sure that you have some information leading out of this convention that you have a sense of what the IBT Organizing Department can do and will do to help this conference grow.

Jarrod, do you want to jump to building a committee?

You know, our goal on the committee is always 10 to 15 percent of the base of leaders, and building the committee don't mean that if they wasn't identified as a leader that they can't be on the committee.

That's the idea. Because if we have the leaders on the committee, we have the rest of the workforce. But we still want to talk to the entire workforce. You want to make sure we have one-on-one communications with the potential committee people, to recruit them.

You know, we want to make sure we educate the committee, but we also want to have an inoculation of the committee. When I say inoculation, that's just like a vaccine. We are going to give them what the boss is going to say. We're going to give them all of the negatives, because we want to inject them with that negativity that may be coming from the boss.

You know, we want to have the committee to meet with allies so they can get to understand and know that they have people that's willing to help them in the community, elected officials, clergy, anybody that we may have. You know, we want to continue to research, list-build, identify leaders. You know, we want to keep under the radar for this time being.

The committee is going to start bringing their coworkers to the organizers, so we can start meeting with them one-on-one and educating them. You know, we want to continue to evaluate the campaign and the benchmarks.

As I said, we are rolling through this. Jarrod, do you want to clean up anything? And, President Freeman, I want to make sure we stand on time, sir.

PRESIDENT FREEMAN: So far so good. We have got a couple of questions, but you guys can keep going you want.

ORGANIZER CURBEAM: All right. Why don't we take the questions right now?

PRESIDENT FREEMAN: Okay. We can do that.

So we've got a question from—just so all of the delegates now in the chat room, if you have any questions, to ask of James or Jarrod, that please type them in.

Our first one is from Bryan Dominic, Local 25. What is the best way to identify a good, viable target?

ORGANIZER CURBEAM: Do you want to start it off, Jarrod?

ORGANIZER SKELTON: Well, you know, it's—I don't know that there's an exact answer, but I can tell you that, you know, first and foremost, we want to build density. So are they a competitor, you know, to somebody you already represent, for one thing.

Is there worker issues? That's probably the most important issue. To see if, you know, the workers have interest. That's part of the research and the recon. That's why we do that.

You know, a perfect example, a new industry that we're in is cannabis. I don't mean to keep going back to it, but it's a perfect example. It's like, where do we start; right? We start having to do the research and the recon. We write out probe sheets, what we call probe sheets where we dig in to look and see if these workers need help.

Do we have the capacity? If not, can we find the capacity to organize it, once again, is the workers, can we educate them? You know, there's various different things.

So I don't think there's one single thing that can answer that, but when you compile all of the information, you can make the right decision on whether to move forward or not.

ORGANIZER CURBEAM: I will spend just a little bit on that. Jarrod says you want to look at who you represent. And you're going to hear it more tomorrow from one of our colleagues. Especially, you want to look at if you have stuff that's unorganized in shops that you currently do have organized, and want our colleagues to talk more in depth with you about that tomorrow and have some ideas on that.

And you know, you want to build density in the industries that you're taking on. So if you got small print shops in your area, how can you take off on them? If you have

larger ones that's unorganized, you also want to make sure that, I think Jarrod stated also, that they are financially stable. So you always want to get an actual company profile done on them to make sure you're not organizing somebody that's about ready to go out of business.

PRESIDENT FREEMAN: Okay. We have another question.

What is your view of the defeat of the Retail Wholesale and Department Store union at Amazon in Alabama?

ORGANIZER SKELTON: I can get in on that.

You know, for starters, we'll just say, we supported them, you know, in their efforts by all means.

The IBT Organizing Department monitored that, watched that, but we will just say this: We would not have went to an election in the situation they were in. We was hopeful that they would be successful, by all means, it's just not the tack that we would have taken, the road we would have taken because there was so many obstacles, but I give them an A for trying.

If it did anything at all, it got the members—or the workers involved. It brought public awareness to what was going on at Amazon, and probably put the company a little on notice that, you know what, it's getting serious now. It's time to start changing some things.

So you know, unfortunately, we must say that we didn't expect a win, but we was hopeful, because by all means we stand by anybody that's out there organizing and trying to help workers.

We at the IBT in the Organizing Department working with many, many different divisions and departments have a plan to, I guess we would call it an Amazon project as opposed to an organizing campaign be-

cause it's going to be a long project. But it is a plan to get our membership involved, the community involved.

We got a long road ahead of us with the Amazon. But we have been working on it for quite some time. We're not out in the media the way some of these other organizations are, but we are talking to our membership and we are talking to workers. I think that's probably the most important part.

PRESIDENT FREEMAN: Okay. Another question for you.

How do you recommend dealing with a person in the group that is totally anti-union?

ORGANIZER CURBEAM: I would say you got to actually listen to them, but you got to neutralize them. You cannot ignore them, nor their questions nor their concerns. You actually got to put some ownership back on the person that is negative because, if you ignore them and allow them to be the loudest thing in the room, it's just a cancer. It spreads.

That's where the inoculation piece comes at. You may have someone that's loud, and they are very anti-union.

The question I love to ask all the time is, why? And you know, why do you think organizing does not work?

But if you ignore them and don't talk to them and don't neutralize them, it's detrimental to your organizing campaign.

PRESIDENT FREEMAN: We have another question.

What benchmark do you use to determine that it's time to file for recognition election?

ORGANIZER CURBEAM: We normally set 65 percent as our benchmark. We normally like to assess 80 percent of the total work group before we ever drop cards. If we have 80 percent assessed and 65 percent

support, we then drop cards and look to get 65 percent on cards before we file.

In some instance, we raise that threshold to a higher percentage depending on the group itself. Sometimes we evaluate the campaign and file with less. But we take it campaign by campaign.

Just for a rule of thumb, 65 percent support.

PRESIDENT FREEMAN: We got another question from Steve over here.

What was the question, Steve?

SECRETARY-TREASURER NOBLES: Is that 65 percent of the 80 percent you've assessed or 65 percent of the whole group?

ORGANIZER CURBEAM: We try to make sure we at least assess 80 percent, 80 percent to start with. But if we hit 65 percent support of the total group, we move forward in dropping cards.

SECRETARY-TREASURER NOBLES: Thank you.

ORGANIZER SKELTON: I will simply add, we also like to see at least 10 percent of the workers as part of the committee.

ORGANIZER CURBEAM: I tell you this. When we normally drop cards with that 65 percent, we don't like to have the cards sitting out there. You got a hundred workers and you got 65 people saying that they are ready to go, and we've got ten people on a committee—

The cards shouldn't be on the ground no more than a week's time. That's actually a long time. The cards should be turned right around because if you got those ten people on committee, you got 65 percent of support, those ten people should be able to go out and get an average of seven cards each at a drop of a dime.

PRESIDENT FREEMAN: There's another question here, if I understand it correctly.

If you're stuck at 65, how do you get to 80?

ORGANIZER CURBEAM: I would say this: That's where your committee comes into play. You sit down with your committee, you review all the people that you have talked to, and you start going outside of your committee, of people that you had assessed as positive, and go back to them and ask them to get involved and to become active and to help you out to move along.

I don't know if you want to add anything on that, Jarrod.

ORGANIZER SKELTON: No. That's one of the hardest things. Sometimes it takes taking a step back, reevaluate your campaign, see if there's other leaders that you can find, that have followers that you can bring within the fold. As hard as it is as an organizer to admit, there's sometimes that maybe you got to take a step back and look at another target for a bit. Let that unit sit for just a short time and, hopefully, you can circle back. We don't give up easy, by no means; I'm not saying that. But sometimes as an organizer, the hardest thing to admit is when something's not there. But don't waste too much time. Get out and find and be working another target as well.

PRESIDENT FREEMAN: Kind of a follow-up to that.

How do you know that you have 65 percent or 80 percent?

ORGANIZER CURBEAM: That's where it comes in, your list work. Your recon work and your list work. You got to constantly keep asking workers for lists and lists and lists. You want to make sure you know your target better than that target knows themselves.

If you got to start off by counting cars in the parking lot. You want to count the workers going in and out of the workplace. But you want to constantly ask your committee for a list. You want to make sure you talk to your committee about everybody that works

in that location, different departments, different classifications.

One of the biggest things that we always ask workers to do is to dump your cell phone, dump your Facebook page, dump your Instagram, dump your TikTok. Throw any line of communications that a worker got, you want to ask that worker for that. Don't ever be shy to ask a worker for information because you don't know what they are going to tell you. The worst thing they can do is tell you no. They ain't going to eat you.

ORGANIZER SKELTON: I would also add the 65 percent threshold, you get there by tracking your conversations with the workers. You actually—or we actually go out and call what we call “call the question.” After you've had a good conversation with the worker and fully inoculated them, but also listened to all their issues and answered their questions, you call the question. You ask, “Are you going to stand with your coworkers to form a union as Teamsters? Yes or no?”

So when they say yes, that goes over in the Yes column in our world, and we chart that. We track that. And that's how we tell if we have got to 65 percent or not.

PRESIDENT FREEMAN: Another question.

Do you recommend requesting recognition from the employer prior to filing the petition?

ORGANIZER SKELTON: Absolutely. If you can gain recognition, absolutely. You know, at times, it's great to have the workers seek the recognition. Have them march in, march on the boss, or whatever. You bet.

ORGANIZER CURBEAM: Be prepared to file right away, though. When you demand recognition, be prepared to file. You want to prepare the workers for a vote and prepare them for a fight. But you use the

recognition demand as an action tool and an engagement tool.

PRESIDENT FREEMAN: We have another one coming in.

What strategies can be employed to achieve a first contract?

That could be an hour-long response, but give it a shot, guys.

ORGANIZER CURBEAM: I would say you start from the day you start organizing because you could have an election any day of the week.

The one thing what we try to tell workers from the beginning, it's about you getting a contract at the end of the day. So we prepared them for a fight from day one that they are going to have to fight for their contract and it's not just for our vote.

A lot of new organizers tell workers it's all about the vote, it's just the vote. You got to prepare the workers, "It's about obtaining your contract." You start from day one when they start organizing, and you plant that seed in their mind that this is only a battle for the election, but the war is about getting your contract. And you got to be involved and you got to stay militant and you got to stay engaged and you stay ready to fight day in and day out.

PRESIDENT FREEMAN: I'm just waiting to see if another question comes up.

Jarrold and James, you did a very good job. You helped us get a little closer to being back on time, and you answered some good questions. So I think that worked out very well. Thank you very much.

Certainly appreciate everything you've been doing for us, and I am sure we'll be in contact with you in the future to do some more Zoom training for us.

Thank you, guys.

ORGANIZER CURBEAM: Can I just say one more thing?

On your first contact, act like you are applying for a job when you're talking to the workers. That helps, also. If you are just doing a cold call, act like you're applying for a job.

Thank you all, again.

ORGANIZER SKELTON: Thank you.

PRESIDENT FREEMAN: All right. Thank you very much.

We are going to take a break, a 15-minute break. We are going to put a slide up because we have been doing pretty well with the voting, but I think there's still some issues with people not knowing exactly what to do.

During this break there will be, like I said, a slide up just hopefully making it more obvious how it is that we vote.

We will be back in 15 minutes at 3:30. As I said earlier, if we want to get done on Friday, we've got to get this thing moving. We will be starting back at 3:30.

(The Convention stood in recess between 3:15 p.m. EDT and 3:30 p.m. EDT.)

PRESIDENT FREEMAN: Hello, everyone. Hopefully we're back. I see a couple stragglers coming in the room, so hurry up and get seated.

Next on our agenda is the Organizing Committee, and I'd like to introduce the chairman, John Potts, out of Local 14-M, Philadelphia; Secretary Desmond Cox, Detroit Local 25-M; and David Baloga, Wilkes-Barre Local 137-C.

Chairman Potts.

ORGANIZING COMMITTEE REPORT

COMMITTEE CHAIRPERSON POTTS: Good afternoon, Delegates. I would like to thank the members of the Organizing Committee: Desmond Cox, Local 25-M; and David Baloga of Local 137-C for their participa-

tion. And with that, I'll ask the secretary, Desmond Cox, to give the report of the Organizing Committee.

PRESIDENT FREEMAN: A technical difficulty here.

COMMITTEE SECRETARY COX: You hear me?

PRESIDENT FREEMAN: Yes, we got you Desmond.

COMMITTEE SECRETARY COX: How you doing? Can you see me?

PRESIDENT FREEMAN: We can see you. We can hear you.

COMMITTEE SECRETARY COX: Okay. All right.

PRESIDENT FREEMAN: It's like The Who or something here.

COMMITTEE SECRETARY COX: The Organizing Committee convened at 11 a.m. on Wednesday, June 9th, 2021, virtually through Zoom. All members of the committee were in attendance: Chairman John Potts, Local 14-M; myself, Secretary Desmond Cox, Local 25-M; Committee Member David Baloga, Local 137-C. We also had in attendance Kurt Freeman, president of the GCC; Steve Nobles, secretary-treasurer and vice president of the GCC; and guest Israel Castro, Central Regional General Board member.

Chairman Potts opened up the meeting by discussing the importance of organizing to the future of our union.

Resolution G26 on organizing was read by myself, Secretary Desmond Cox. A motion to adopt this resolution was moved by Chairman Potts and seconded by Committee Member David Baloga. The motion passed unanimously.

I will now read the resolution.

... Committee Secretary Cox read the following:

RESOLUTION No. G-26 ORGANIZING RESOLUTION

WHEREAS, the continued strength of the Graphic Communications Conference and its Locals and District Councils is dependent on growing the membership of the organization; and

WHEREAS, the benefits of unionization are innumerable, including better pay, securer benefits, fairer work rules, a seat and a voice at the table, respect, dignity and justice for all workers, the ability to negotiate over working conditions, and empowerment at the workplace; and

WHEREAS, workers everywhere are entitled to receive the advantages of unionization; and.

WHEREAS, the Officers, General Board Members and Delegates of the Fourth Convention of the Graphic Communications Conference of the International Brotherhood of Teamsters believe in the importance of devoting efforts to organizing at all levels of the organization to ensure the continued survival and strength of the Conference and to bring the benefits of the Union to all workers; and

WHEREAS, it is in the interests of all members of the Graphic Communications Conference of the International Brotherhood of Teamsters, and therefore the duty of all members of this Conference, to devote their time, effort and skill to organizing other workers into this Union; and

WHEREAS, the Conference has made organizing one of its top priorities by holding monthly organizing meetings with all Local Unions and District Councils, hiring new organizers and providing Local Unions and District Councils with organizing subsidies; and.

WHEREAS, the Delegates of this Convention are on record that Local Unions and District Councils are committed to organizing non-union workers as one of their top priorities.

NOW, THEREFORE, BE IT RESOLVED THAT:

The Conference shall remain committed to assisting Local Unions and District Councils develop and successfully carry out viable organizing campaigns; and

The GCC/IBT shall continue to provide financial, organizational and other types of assistance and resources to Locals and District Councils that have viable organizing targets as approved by the Conference President.

PRESIDENT FREEMAN: And this resolution was moved and seconded. The committee recommends that you vote in favor of Resolution G-26. Is there any discussion?

I don't see anyone getting up to a microphone.

So the question is on the adoption of Resolution G-26. Those in favor of the resolution vote for, those opposed vote against. And again, remember, if you remember the slide we were showing you before, scroll down below the chat bar, there will be a button there that says, "Vote." Click on that "Vote" button and then you'll have your choice to vote. So let the voting begin.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: And the polls are closed. Waiting for the results.

100 percent for. Resolution G-26 has been adopted.

I'm going to take this opportunity to thank the Organizing Committee, John Potts, Desmond Cox, and David Baloga for their work and their effort that they put into this. Thank you very much, gentlemen. You are dismissed.

Next on the agenda is the Appeals Committee report. The chairman of the Appeals Committee is Richard Daly. Richard Daly is from New York Local 2N/1SE. The secretary is Debbie Bullock, Des Moines, Iowa, Local 727-S, and Kimberly Tehoke, Local 25-M.

Chairman Daly, are you here? I see Debbie. I don't see Richard Daly.

UNIDENTIFIED DELEGATE: Is that Richard down there in the For Room?

PRESIDENT FREEMAN: Richard might be down in the For Room. Is that possible? Can he speak from there or does he have to leave? All right. Are we going to take Richard out of the For Room and have him go into the VIP Room? They're doing it from there, okay. He's going to go right from there, great. It looks like he's out of the For Room. There he is.

Chairman Daly, are you there? Your microphone is not on, Rich.

COMMITTEE CHAIRPERSON DALY: Okay.

PRESIDENT FREEMAN: You got it.

APPEALS COMMITTEE REPORT

COMMITTEE CHAIRPERSON DALY: Good afternoon, Brothers and Sisters. Greetings from the officers and members of New York Newspaper Printing Pressmens Local 2N/1SE in New York.

Yep, hello.

PRESIDENT FREEMAN: Hello, you're there. We got you.

COMMITTEE CHAIRPERSON DALY: My mike's on.

PRESIDENT FREEMAN: You're live, Rich. Richard?

COMMITTEE CHAIRPERSON DALY: Yes.

PRESIDENT FREEMAN: We can hear you.

COMMITTEE CHAIRPERSON DALY: I'll pass it on to Debbie Bullock to give the report. She can probably hear you.

PRESIDENT FREEMAN: Good idea.

Debbie?

COMMITTEE SECRETARY BULLOCK: Good afternoon. The members that attended the Appeals Committee meeting on June 8th was Richard Daly, Local Union 2-N, committee chairman; Debbie Bullock, Local Union 727-S, secretary; Kimberly Tehoke, Union 25-M; Kurt Freeman, GCC/IBT president; and Steve Nobles.

The Appeals Committee met at 10 a.m. Central time via Zoom. There was no appeals discussed.

Kurt Freeman discussed how the convention was going to work via Zoom this year and that there was going to be a practice session on Wednesday.

Meeting adjourned at 10:15 a.m. Union Strong, submitted, Debbie Bullock, GCC/IBT Appeals Committee secretary.

PRESIDENT FREEMAN: Okay. There was no appeals, so I just want to thank the committee for their hard work and diligence and long hours. So thank you very much.

COMMITTEE SECRETARY BULLOCK: Thank you.

PRESIDENT FREEMAN: Enjoy the rest of the convention. Thank you.

I'd like to introduce Secretary-Treasurer/Vice President Steve Nobles. He's got a financial presentation. Steve?

FINANCIAL REPORT PRESENTATION

SECRETARY-TREASURER NOBLES: Hello, again. Before I get into the financial report, I wanted to just say something I omitted when I was talking about organizing earlier.

One of the things that I learned a long time ago in the many of trainings throughout the GCC in their educational program and at the district council and local union trainings that we had, was to utilize an organizing model of running the union instead of a service model. It happened to work for us.

And any local out there that wants to try to develop and turn it into an organizing model of running your local, please feel free to get into contact with Brother Phil Roberts and maybe he can put a training on in your local. He does a great job at it. He's got a great program for making your program working under an organizing model, not a service model. We have to move forward, we have to organize. And that's a way for locals to start. And if you get a chance to utilize that, get ahold of Phil and he can come in and try to do some training.

Before I begin the financial report, I feel the need, I need to acknowledge both President Emeritus Tedeschi and retired Secretary-Treasurer Bob Lacey. These two brothers committed to straighten out the financial concerns of the GCC/IBT throughout their terms.

While having to make some very tough decisions that always weren't the most popular with the members, they followed through on their vow to the membership. The decisions and the cuts that they made are the main reason we're still here as an independent conference within the IBT. These gentlemen set the standard for both President Freeman and myself to follow. Their work ethic and commitment to the membership is something to be admired and remembered for many years to come.

George is with us, over here today. I know Bob is either in Evansville or Florida enjoying his well-deserved retirement. I wish we

were all together in person so they could receive the great ovation that they deserve.

As you all know, the pandemic has had its grip on us for over a year now. We're finally beginning to see the light at the end of the tunnel.

I need to express my sincere condolences to all of the families that lost loved ones due to this plague.

I also need to recognize the great job that's been done by our reps and organizers as they condition to work under these dangerous conditions. The jobs they did meeting in person or in Zoom working with the membership was nothing short of phenomenal. The staff at the IBT building has worked diligent to maintain high level of services as we navigated this pandemic. They all deserve the thanks and recognition. The work needed to pull off this virtual convention is unprecedented. We all learn something every day as we progressed.

We started out planning a convention in Las Vegas. Like President Freeman discussed earlier, we set aside a Plan B just in case the worst happened, and it's a good thing we did.

We were able to begin the process and were able to meet all of the obligations of the constitutional process with many hours of work and an awful lot of Zoom meetings, and a very special thank you to all of them like Kurt mentioned earlier, Dinese, Diana, Bonnie. I'm going to forget someone. Tina, and Tina, Ayesah, and Kim. Forever in your debt for all of the hard work you did to help us get here today.

When our country exits the pandemic, our industry continues to struggle with the loss of membership. These losses are caused by multiple fronts where it's either our employees consolidating, bankruptcies, or technologies, not to mention the anti-union

agenda by the previous administration in the White House. The good news is that we survived and are ready to move forward.

We must grow our membership. Our theme is Organizing For a Stronger Tomorrow, and we all must do that.

This is true now more than ever, whether it's organizing members in new shops or organizing the non-union folks in our existing shops, we all must focus and make this happen.

I hope you have all taken advantage of the Zoom meetings that we have organized with the IBT over the last year, and watched and learned and from the two workshops that we're going to have at this convention.

It's never an easy thing to talk about an increase in conference dues.

As you most know, there is a resolution facing this convention requesting an increase of conference dues by 50 cents per member, per month. This increase was discussed and became a General Board resolution indicating the full support of your General Board.

They understand the need to grow our conference, and hope that you all realize this need also. In all honesty, we looked at many different scenarios, including bigger increases. But we decided to stay with the one-time increase effective 1/1/22, thinking that was enough.

In a short time, we would have a new national organizer to replace the retired Rick Street. This, with many local organizers we've had trained, should be the springboard we need to change the financial course of our conference.

This is just the beginning, and if we can be successful here now, there is no reason that we can't hire additional organizers in the future. That's our goal, we believe, in this conference.

Now, to some of the finances.

The Defense Fund of our conference continues to be strong. While the investments are growing our fund, we still utilize it for corporate campaigns. And over the last five years, it has paid out over \$272,472 and another \$18,375 in strike/lockout sacrifice pay to members. As of April 30, 2021, our Defense Fund stood at \$14,596,186.

I have a couple of slides to go through. And as we go through these, I need you to keep in mind that a lot of the bottom-line numbers are affected by what we call post-retirement benefit obligations, just like any other conference, international union, and local union, they have to be registered on the books.

Sometimes I argue that fact, and I remember—I know former Secretary-Treasurer Lacey and even Kurt will tell you when he was secretary-treasurer when I was on the General Board, I questioned that all the time. I've had plenty of conversations with Art Budich from Calibre since then. The accountant tells us that these are legal accounting standards, and they're required to be included.

Please be aware that some of these calculations do not need to be funded but they got to be carried on the books. Along with these negatives, also included is the positives, and that's the money earned via investment income from the Defense Fund.

While we welcome these earnings, they should not be confused with operational cost. Also, please note that these numbers are a little snapshot of accounts at 12/31/20, and could be a little off because of timing of the deposits and liability payments. As we go through the slides,—all right. Slide number 1, the asset, liabilities and net assets of our GCC. It's a snapshot from 2016 to 2020.

As you can see, this includes all the funds within the GCC, Defense Fund included. Convention Fund, Newspaper Special Defense Fund, General Fund, Organizing Fund, all of the funds that we have on the books.

Now, these are the net assets by funds. As you can take a look at from '16 to '17, it breaks it down individually by the funds, and you can see that the Emergency and Special Defense Fund is carrying all of the weight there with the earnings it's made in the stock market. I want to commend Marquette. They've done a great job managing this money, and it helps build it and makes it and keeps it stronger for all of our members' benefit.

But that's where you also see some post-retirement benefit funds negatives that carried on—that bring down the whole—brings down the total number by quite a bit.

This is just a snapshot of 2019 and 2020. It's the same with the exact amounts of money that were in there at those snapshots. It shows the money that was earned from 16,7 up to 17,490, which almost all of that was from earnings in the Defense Fund account.

This one I believe is the most important one that you can take a look at here.

If you take a look at 2019 and 2020, if you take a look at the net income and net investment income, the net income shows \$1,040,000, an investment of that was 914,000. So we had an operational increase of only \$126,000. In 2019, we had an operational increase of 258.

Remember, in 2020, there was very little travelling done by any of our reps, organizers, officers, so expenses were down. That's why we believe the need for the 50 cents is needed now more than ever.

While they're not terrible, things can turn awful quick. This is the reason we're asking for the 50 cents. If we don't act now at this convention in the short time we have, when

things favor us politically, George and Bob did their jobs for nothing. They did their jobs. Now it's time for us to do ours.

I'd like to thank you for your time, and your confidence in both President Freeman and myself. We will continue to do our best for the members of this conference.

Is there any questions regarding the financial statements? The financial information I put out there.

Okay. Seeing none, I'm going to turn it back over to President Freeman, and he can bring up the Finance Committee.

PRESIDENT FREEMAN: Thank you, Secretary-Treasurer Nobles.

I'd like to bring up the Finance Committee, Chairman Ralph Meers, Atlanta 527-S. Secretary James Santangelo, New York Local 1-L. Greg Morely, Toronto Local 100-M. Ernesto Vera, Chicago Local 415-S, and Lynn Andrews, Hazelton Local 735-S.

Chairman Meers.

You're on mute, Ralph. Ralph, I think you're on mute. I think you're still on mute, Ralph.

Oh, he's getting Eddie in. Eddie to the rescue. Tech support.

COMMITTEE CHAIRPERSON MEERS: I was hitting up there. Okay.

Everybody, we're had a little bit after change here I think from normal procedure, but that's okay. Am I still on mute?

SECRETARY-TREASURER NOBLES: No, we can hear you.

PRESIDENT FREEMAN: We got you, Ralph.

FINANCE COMMITTEE REPORT

COMMITTEE CHAIRPERSON MEERS: You had me. Okay. All right. Great. Great.

Brother James Santangelo, secretary, are you ready to proceed with that or do you

want me to make an announcement? And it's up to you however you would like to go with that.

COMMITTEE SECRETARY SANTANGELO: I can proceed. I have no issues.

COMMITTEE CHAIRPERSON MEERS: Okay. At this time, then, the secretary will take over the report, and wherever necessary, I'll second the motion from the chairman.

Okay. James, you take over, please.

COMMITTEE SECRETARY SANTANGELO: Thank you, Ralph.

The Finance Committee met on Monday, June 7, 2021. The following members of the Finance Committee were present: Ralph Meers, James Santangelo, Greg Morely, Ernesto Vera, Lynn Andrews. Also present were Kurt Freeman, GCC president, Steven Nobles, Secretary-Treasurer Vice President, Israel Castro, General Board member and Peter Leff, Attorney at Law.

We submit the following report.

At the beginning of the Finance Committee meeting we were joined by GCC President Kurt Freeman, and Secretary-Treasurer Steven Nobles. Mr. Nobles asked the committee if everyone received the finance reports and resolutions. After review, discussion, and all consideration, the convention Finance Committee makes the following recommendations: Regarding resolutions G-1 through G-3 on the Resolutions attachments.

I'll read Resolution G-1.

. . . Committee Secretary Santangelo read the following:

RESOLUTION No. G-1 PER DIEM FOR THE 2021 CONVENTION

WHEREAS, Article XV Section 7 of GCC/IBT Conference Constitution provides that the General Board shall recommend the per

diem for the Delegates based on revenues in the Convention Fund for three days subject to approval by the Delegates.

NOW THEREFORE BE IT RESOLVED THAT: The General Board recommends that the per diem for the 2021 Convention be \$100 for each of the three convention days for a total per diem of \$300.

COMMITTEE SECRETARY SANTANGELO: That was adopted. It was first by Ernesto Vera, second by Greg Morely, and it was unanimous.

... Committee Secretary Santangelo read the following:

**RESOLUTION No. G-2
DEFENSE FUND ALLOCATION TO
THE GENERAL FUND**

NOW THEREFORE BE IT RESOLVED THAT: Allocation of up to \$500,000 be provided to the General Fund for the Emergency and Special Defense Fund for 2021 GCC/IBT Convention Expenses.

COMMITTEE SECRETARY SANTANGELO: That was also adopted. The first was Greg Morely, the second was James Santangelo, and that was unanimous.

COMMITTEE SECRETARY SANTANGELO: Resolution No. G-3 is a very long resolution. Kurt, should I read it in its entirety or just read the Whereas?

PRESIDENT FREEMAN: Therefore. You can read the Therefore, if you would like.

... Committee Secretary Santangelo read the following:

**RESOLUTION No. G-3
REVENUE**

WHEREAS, the growth of the Graphic Communications Conference/IBT is of critical importance to the Members of the Conference; and

WHEREAS, organizing new members into the Conference is necessary to grow the Conference.

NOW THEREFORE, in order to support the organizing effort to grow the membership of the Conference,

IT IS HEREBY RESOLVED, that the Conference dues of \$3 be established and are paid as follows on January 1st, 2022.

COMMITTEE SECRETARY SANTANGELO: That resolution was adopted, and the first was from myself, James Santangelo, the second was from Greg Morley, and that was unanimous.

The Finance Committee would like to thank the officers and the General Board Members for their efforts in controlling our deficit and releasing information for our consideration.

We also would like to thank the office staff for their assistance in preparing the report.

This concludes the report of the Convention Finance Committee.

I move for adoption of the resolution.

COMMITTEE CHAIRPERSON MEERS: As chairman, I second the adoption, the motion to adopt the resolution as presented by the committee.

PRESIDENT FREEMAN: I just want to clarify on G-1, the General Board is recommending the per diem for the 2021 Convention to be \$100 for each of the three days for a total of \$300.

COMMITTEE CHAIRPERSON MEERS: Yes, correct.

PRESIDENT FREEMAN: James, I thought you had said "300 days."

COMMITTEE SECRETARY SANTANGELO: Oh, did I? If I did, I apologize.

PRESIDENT FREEMAN: We'll be voting. The recommendation is on all three of these resolutions. So the committee is recommending that you vote in favor of Resolu-

tion G-1 and G-2 and G-3. It's been moved and seconded.

Is there any discussion?

All right. I see no discussion. The question is the adoption of the Resolutions G-1, G-2, and G-3. I think we've got the voting down now, so again, it's a matter of scrolling down and looking underneath of the conversation bar, the chat bar, checking, clicking the "Vote" button and then voting for or against.

So those in favor of the resolution, please vote for. Those opposed to all three resolutions would vote against.

So let the voting begin.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: So the Resolutions G-1, G-2, and G-3 have been approved.

Thank you, Ralph and James and Greg, Ernesto, and Lynn for your hard work. This is usually one of the more difficult committees to be on. I certainly appreciate your work and your efforts. Thank you once again.

COMMITTEE CHAIRPERSON MEERS: You're welcome.

PRESIDENT FREEMAN: Now moving onto the Constitution and Laws Committee for their report.

We have Chairman Mike Mitchem, Kansas City Local 235/16-M; Secretary Mike Stafford, Rochester Local 503-M; Linde Shaw, Philadelphia Local 14-M; Kurt Reissenweber, Chicago Local 458-M; and Michael Jones, St. Louis Local 6505-M.

Chairman Mitchem.

It looks like the chairman is in the For Room? Where is Chairman Mitchem?

He's close? We could run another organizing video. We got an organizing video we want to run? Is he here?

... Mike Floyd addressed the delegates via video as follows:

MICHAEL FLOYD **District Council No. 2**

My name is Mike Floyd. I'm a representative of District Council No. 2. Organizing is the lifeblood of any union organization. Since we last met, we have been successful in organizing over 300 members. In the corrugated box industry, we have organized two facilities, a charter-specific facility and a BCA facility. In addition to those facilities, we have organized one large commercial shop of 130 members and 19 smaller commercial shops. Some of those commercial shops were organized through leads provided by the GCC.

Even during the time of the pandemic, we aggressively tried to meet people and make contacts. We will continue to keep organizing as a number one priority for the district council.

But the officers and members of District Council 2 wish everyone a wonderful and successful 2021 Convention.

PRESIDENT FREEMAN: Very good. That was a video from District Council 2 out on the West Coast.

Do we have Chairman Mitchem?

Do we want to run another video?

... John Zoccali addressed the delegates via video as follows:

JOHN ZOCCALI **Local 1-L**

Hello, Brothers and Sisters. For those who don't know me, my name is John Zoccali. I'm the business agent and the organizer for Local 1-L in New York.

Before I get started, I would like to offer my condolence to all those who have lost loved ones due to the COVID-19 pandemic. Please know that my prayers and my thoughts are with you all.

Also, I'd like to thank Kurt Freeman and Steve Nobles for allowing me the opportunity to share my report with you here today.

Before I get started, I will give a little history of myself. I've been an organizer for Local 1 now since 2019. Since then, I brought 41 members—added 41 members into the local, 29 of them were the Teamsters Membership Retirement Plan.

Now for my update. I will give you the last five shops. I brought in—they came in—I brought in before the pandemic hit in March and shut down the whole country.

My first shop I have is called GMPC Printing. They are located in Clifton, New Jersey. With them I got a three-year contract. I got a 2 percent, 2 percent, and 2 percent.

Also, there was another shop I got was called GBV Printing. I got them a three-year contract with a 1 percent, 1 percent, 1 percent per year.

Also, there was another shop called Emphasis Visual. They are located in Deer Park, Long Island. That was a two-year contract with 2 percent, 2 percent, and 2 percent.

I also got another shop out in Howard Beach called Stitch N Print Store. Them I got a two-year contract, first-time contract, two-year, at 1 percent, 1 percent per year.

And the last, but not least, was a shop in Queens, New York. It was called Duncan Press. Them I got a three-year contract with a 2 percent, 2 percent, 2 percent.

Now the total of the five shops that were brought in, into the local, were a total of 18 new members in there.

So that's pretty much it for my report and my update on it.

I'd like to say to all of my brothers and sisters, thank you and stay safe.

PRESIDENT FREEMAN: Thank you, John. That was a great report. Keep up the good work.

I think we do have Chairman Mitchem.

Mike Mitchem, is that—

COMMITTEE CHAIRPERSON MITCHEM: Can you hear me?

PRESIDENT FREEMAN: Yes, we hear you. So you're on. You're ready to go, Mike. We already introduced you and the committee.

CONSTITUTION AND LAWS COMMITTEE REPORT

COMMITTEE CHAIRPERSON MITCHEM: Thank you, President Freeman.

Greetings, Brother and Sister delegates.

Hello? Can you hear me?

PRESIDENT FREEMAN: We can hear you. Yes.

COMMITTEE CHAIRPERSON MITCHEM: Thank you, President Freeman.

Okay.

PRESIDENT FREEMAN: Mike, maybe you want to hand that over to Mike Stafford?

COMMITTEE CHAIRPERSON MITCHEM: Yeah. I'll let Mike Stafford go ahead and give the committee's report.

PRESIDENT FREEMAN: Thank you.

COMMITTEE SECRETARY STAFFORD: Thank you, President Freeman.

The Constitution and Laws Committee met on June 7th. The committee meeting was called to order by Chairman Michael Mitchem, president of Kansas City, Missouri, Local 235-M, at 11:00 a.m. The secretary was Michael Stafford, president of Rochester Local 503-M. The meeting was held virtually via Zoom due to COVID-19 pandemic.

The committee members attending were Linde Shaw, E- Board member, DC 9, Philadelphia, Pennsylvania, Local 14-M; Kurt Reissenweber, secretary, Chicago, Illinois, Local 458-M; Michael Jones, president of St. Louis, Missouri, Local 6505-M. Others at-

tending were President Kurt Freeman, Secretary-Treasurer Steve Nobles, and GCC Legal Counsel Peter Leff. Another guest was Israel Castro from Detroit, Michigan, 25-M.

Now, Kurt, do you want me to go through the resolutions one by one here?

PRESIDENT FREEMAN: Are you talking to me or your Kurt?

You can go through them however the committee wants to present them, but I'm told the Constitutional and Laws Committee, normally we would do it singularly, individually.

COMMITTEE SECRETARY STAFFORD: Individually. Thank you.

Without objections, I'll read the resolutions from the Therefore Be It Resolved.

... *Committee Secretary Stafford read the following:*

RESOLUTION No. G-16 ENABLING RESOLUTION

The GCC/IBT Conference is authorized to make such non-substantive changes in the GCC/IBT Constitution and Laws as are necessary as part of the process of reprinting the Constitution and Laws, following the close of the 2021 Convention.

COMMITTEE SECRETARY STAFFORD: The committee recommends this adoption unanimously.

COMMITTEE CHAIRPERSON MITCHEM: And I second.

PRESIDENT FREEMAN: The committee recommends that you vote in favor of Resolution G-16. It's been moved and seconded.

Is there any discussion?

Seeing no one coming up to the microphone, the question is on the adoption of Resolution G-16. Those in favor of the resolution vote for. Those opposed to the resolution vote against.

We'll open the voting.

... *The delegates proceeded to vote.*

PRESIDENT FREEMAN: Voting is done. So the "For" has it. Resolution G-16 has been adopted.

Michael.

COMMITTEE SECRETARY STAFFORD: G-17, Preparation of Ballots. Without objection, I'll read from the Therefore Be It Resolved.

... *Committee Secretary Stafford read the following:*

RESOLUTION No. G-17 PREPARATION OF BALLOTS

Article XIII, Section 10 be amended as follows:

Section 10. Following nominations, as aforesaid, the Conference Secretary-Treasurer shall proceed with all dispatch to prepare and print the names of all candidates whose names appear on the ballot opposite the office to which they have been nominated. When two or more candidates have been nominated for the same office, the incumbent, if a candidate, shall be listed first followed by the other candidates in the order of the greater number of nominations received, together with the names and numbers of the local unions and district council (if applicable) of which such candidates are members. This official ballot shall bear the seal of the Graphic Communications Conference and shall be so constructed that a voter can, with ease, designate his/her choices by making a mark opposite the name of those candidates for whom he/she wishes to vote.

COMMITTEE SECRETARY STAFFORD: The committee voted—

The committee recommends this resolution.

COMMITTEE CHAIRPERSON MITCHEM:
And I second.

PRESIDENT FREEMAN: Okay. So the committee recommends that you vote in favor of Resolution G-17. Is there a discussion?

Seeing no one heading toward a microphone, the question is on the adoption of Resolution G-17. Those in favor of the resolution, please vote for. Those opposed of the resolution, please vote against. And we shall open up the voting.

... The delegates proceeded to vote.

PRESIDENT FREEMAN: Voting is closed.

The Resolution G-17 is passed. Resolution G-17 has been adopted.

COMMITTEE SECRETARY STAFFORD: Final resolution was Resolution No. G-18. If there's no objections, I'll read from Therefore Be It Resolved.

... Committee Secretary Stafford read the following:

**RESOLUTION No. G-18
VACANCIES ON THE
GENERAL BOARD**

NOW THEREFORE BE IT RESOLVED THAT ARTICLE XIII, Section 26 be amended as follows:

Section 26. In the event of vacancies on the General Board, in accordance with the formula established under Article VIII, Section 2(b), such vacancies may, but not have to, be filled by appointment by the Conference President, subject to approval by the General Board. In the event that a position is not filled, that position shall go dark at the next regularly scheduled election upon approval by the General Board, provided that there is at least one General Board member from each of the six regions.

COMMITTEE SECRETARY STAFFORD: The committee recommends this resolution.

COMMITTEE CHAIRPERSON MITCHEM:
Second.

PRESIDENT FREEMAN: The committee recommends you vote in favor of Resolution G-18. It's been seconded. Open for discussion.

All right. Hearing no discussion. The question is on the adoption of Resolution G-18. Vote in favor of the resolution, if you are in favor of it, vote for. If you're opposed, vote against. We can begin the voting.

... The Delegates proceeded to vote.

PRESIDENT FREEMAN: The polls are closed. Resolution G-18 has been adopted.

I want to thank the committee for their hard work and their diligence throughout this process.

Thank you, Chairman Mitchem, Secretary Stafford, Linde Shaw, Kurt Reissenweber, and Michael Jones.

And for your hard work, we will actually finish a little bit early today.

I do have a couple announcements to make. The ice cream social will be at 6:30 in the ballroom.

So tomorrow, tomorrow morning we have the convention photo. What we're asking for is for everyone to login at 11:00 or prior to 11:00. Go in to either the For Room or the Against Room, and stay in that room until you get released.

What we're going to do is take a snapshot, like 24 pictures at a time. So be appropriate while you're in those rooms. You know, wear your shirt, if you have them. But certainly wear a shirt. And just stay in that room until we let you go, because we want to make sure we get everybody.

So either one of those two rooms, go in. Make sure you're in there by 11:00.

If you have the convention shirt, wear the convention shirt. If you have another shirt, wear another shirt. I don't know if everyone's gotten their convention shirts.

Bonnie Lindsley is fiercely writing a note for me, so—another announcement, we have the TMRP tomorrow morning at 10:00 Eastern Time. We'll have a Zoom presentation on the TMRP, and all of the things that have been going on with them. There's actually a lot happening with that fund right now, a lot of exciting things going on. And in order to get onto that Zoom, if you go on www.TeamsterMRP.org, that's TeamsterMRP.org. That's the TMRP website. There will be a link to the Zoom program that they will be putting on.

It's also going to be on our—well, on our convention page, that link will also be there. So you can find that at both places.

With that, I want to thank everyone for their perseverance through this very interesting first day of the convention. Everyone get a good night's sleep, and we'll see you tomorrow.

Thank you very much.

(At 4:23 p.m. EDT, Thursday, June 17, 2021, the Convention recessed to reconvene at 12:00 p.m. EDT, Friday, June 18, 2021.)