



GRANITE STATE TEAMSTERS

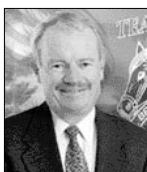


"United We Stand Divided We Fall"

Vol. 1 No. 53



April 2006



A message from...

Secretary-Treasurer David W. Laughton

As winter 2006 quietly turns into spring, we cannot help but take inventory of how monumental 2005 was on the organizing front.

As we go to press with this issue of the Local 633 newsletter, I am proud to announce that 146 new Teamsters of Central Parking at the Manchester Airport are enjoying the benefits of their first-ever Teamsters contract. As you may recall, these men and women braved a blizzard to get out and vote for Local 633. Once the votes were counted and we were certified by the federal government, the Negotiating Committee and volunteers from Central Parking really kicked into gear. Their new contract shows how important a grassroots effort, combined with worker-to-worker organizing and getting the aldermen and Labor Commissioner George Copadis involved, can make a difference not only in the election, but for the contract negotiations that followed.

Because of the hard work and dedication of these men and women, the new Teamsters at Central Parking have strong contract language that protects seniority, and working conditions. They no longer will be forced to endure skyrocketing health care premiums and co-pays, because they will have access to Northern New England Benefit Trust. They will have strong retirement options as well, with access to the Teamsters 401k. Perhaps the most important component is that these

hardworking men and women will now earn a wage which will allow them to afford health benefits and contribute to the 401k with a match from the employer, and they can do this with the peace of mind that comes with knowing that strong contract language protects their benefits, in writing, by a Teamsters contract that they made happen.

The Swanze Police Department is another such group. These dedicated police officers refused to accept being treated as second-class citizens, and they sprang into action. Through a coordinated effort that, once again, included worker-to-worker organizing, and the word of mouth from our own members here at Local 633, the officers sent the town a strong message. The contract that they unanimously accepted reflects that message. The



Secretary/Treasurer David W. Laughton and Labor Commissioner George Copadis stand with members of the newly organized Central Parking Facility located at Manchester Airport.

officers now have guaranteed job protection, guaranteed wage increases that more than double what they were paid previously, seniority protection and access to a grievance and arbitra-

(continued on page two)



TEAMSTERS 633 NEWS



OFFICIAL ORGAN OF THE IBT LOCAL 633

53 Goffstown Road, Suite A • Manchester, New Hampshire 03102 • (603) 625-9731
EXECUTIVE BOARD

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President Gagnon's Message



The anti-union "Right to Work for Less" committee headquartered in the State of Virginia has once again attempted to pass legislation in New Hampshire that would both devastate the economy of our great state and undermine the financial security of working men and women as well.

The legislation, introduced as House Bill 1496, was met by stiff resistance from both labor and management. Not surprisingly, the bill was opposed by representatives of all labor unions speaking before the state Labor and Rehabilitative Services Committee. As a result of those efforts, the committee found the bill inexpedient to legislate and will inform the entire House of Representatives of their negative findings.

In addition to labor unions opposing the bill, some interesting and influential individuals lined up to oppose House bill 1496. The New Hampshire Commissioner of Labor, George Copadis, presented factual details to the House Committee in his opposition of the bill. Commissioner Copadis' input was indeed instrumental in the committee's determination to oppose the legislation.

Former State Senator Mark Hounsell spoke eloquently on his continued opposition to "outsiders" trying to influence our healthy state economy and eliminate the good union jobs found throughout the state.

Special thanks should go to Local 633 Trustee and Political Coordinator Dennis Caza and his assistant Scott Gove for all their hours of hard work in the state capitol, influencing the representatives on this issue.

Once again, through the efforts of our members, our friends of labor, and the combined efforts of all the labor unions, we have sent a strong message to those who would ruin our way of life as union men and women in our great State of New Hampshire.

United We Stand,
R. Bruce Gagnon
President

2005 Local Union Scholarship Awards

Recipient	Member	Employer
Joshua Blixt	Robert Blixt	UPS
Sean Courtois	Robert Courtois	Associated Grocers
Bridgette Hooker	Bruce Hooker	Roadway Express
Ashley Compagna	Michael Compagna	Anheuser Busch
Zachary Broderick	Mark Broderick	Anheuser Busch
Rachel Nemchek	Thomas Nemchek	Interstate Brands
Shannon Boyd-Robertson	William Boyd-Robertson	Anheuser Busch
Andrew Lutas	Closca Lutas	Associated Grocers

Recent Retirees



Secretary/Treasurer David W. Laughton and President R. Bruce Gagnon congratulate ten retirees from Associated Grocers who collectively represent almost 500 years of Teamster representation.

From Secretary-Treasurer Laughton

(continued from page one)

tion procedure, all of which they did not have prior to becoming Teamsters.

Both of these new groups have shown their true Teamsters spirit by participating in DRIVE. They are doing this to make sure that now that they are enjoying the pay and benefits that go along with being a member of the Teamsters, they can help elect politicians who will further protect the rights of all working families throughout this great state.

In addition to the great organizing victories here at Local 633, Joint Council 10 also continues to set the pace for

organizing throughout the International. During 2005, Joint Council 10 organized in excess of 1,000 new members, and the momentum is carrying into 2006, as we have several campaigns pending at different stages.

As always, Local 633 prides itself on membership participation; therefore, please feel free to join us at the 20th Annual Local 633 Softball Tournament, Camp Allen, or the golf tournament. All of these events are sure to be a great family time. We look forward to seeing you there.

Fraternally yours,
David W. Laughton

Agent Thomas D. Noonan's Report



True Value Teamsters ratified their respective contracts. Recently, the drivers received significant wage increases over three years and maintained their level of benefits for health insurance and pension packages. The warehouse also ratified their agreement by a margin of 110 to 15, with wage increases and the same MOB for health insurances

and pension. Both contracts had some retroactivity in wages and a ratification retro bonus. Many thanks to the Negotiating Committee: Dave Burgess, Gerry Biron, John Nacos and Mike O'Toole.

Currently, negotiations are ongoing with the Pittsfield Police Department, Town of Hampton Municipal Employees, Hillsborough County Sheriff's Department, and

recently filed was a Petition for Representation with the State of New Hampshire PELRB for the Directors and Coordinators of SAU #37 (the same school district as the Manchester School Principals).

A reminder – Len Redmond will be running the Boston Marathon again this year on behalf of the Teamsters 633 Scholarship Fund. He lets me coach and keep track of your tax-deductible contributions. Dig deep – it's for your kids who are going off to college. He really would like your support!

Fraternally,
Thomas D. Noonan
Business Agent

– Retired Members –

Lionel P. Gagne
Bernice C. Anderson
Anthony J. Grebloski Jr.
James H. Reinhard
Anthony D. Sullivan
James Machado
Donald M. Robidoux
Henry Durant
Richard Laperle
Alfred Vincent
Allston Briggs
Marjorie Gilbert
John Centeio
Raymond Labreche
Gene Serafin
Bruce Hooker
Philip Lucchesi
Berton Jenkins
Albert Beaudoin
John Guay
Richard King
Henry Thibault
Raul E. Crosa
Roland Labbe
Ronald P. Mercurio
Marsha E. Robinson
Ernest Allard
Peter Wood
Donald R. Talbot
David Hoagland Sr.
Rodney Leblanc
Raymond Tibbetts
Dennis Cassidy

Andre Martin
Richard Glynn
Joseph McLaughlin
Ernst Tiede
Roland Lacroix
Claude Vachon
William Murphy
Louis Coltey
Paul Heywood Jr.
Marie MacAuley
Wayne Thomas
David R. Raciti
Raymond H. Dore
Joseph A. Mozek
David A. Rose Sr.
Robert Capen
Michael R. Leveille
Joseph Adamonis
Frederick Johnson III
Lawrence Turcotte
John Baker
Gerard Dion
Henry Moses
Daniel Grossmith
Raymond Royce Sr.
Richard Trahan
Paul Locke
Steven Crandall
Edward G. Poirier Jr.
Peter Genova
Sheldon Hill
Ronald Mahoney

20TH ANNUAL TEAMSTERS SOFTBALL TOURNAMENT

MAY 19, 20, 21, 2006

**ANHEUSER BUSCH SOFTBALL COMPLEX
MERRIMACK, NH**

PARTICIPATING TEAMS:

Aggregate Industries
Coca-Cola/North Londonderry
New Hampshire Distributors
Northeast Airgas
Pepsi-Cranston
True Value Company
UPS – Keene
UPS – Manchester
UPS – Nashua

***All teams should plan to arrive
45 minutes prior to game starts***

Business Agent Kevin P. Foley's Report



The 2006 annual bid is underway and we are watching closely to ensure our members' rights are exercised and protected per our Teamsters contract. Make your selection and move to your new bid; if you have any concerns contact your steward, who will work with me to get you moved. Last year we had numerous grievances

resolved on this issue.

I've been at a different building on a daily basis when in town to the enjoyment of our hardworking, dedicated members. UPS Feeders has new Steward Kevin LaPerle and we welcome Kevin aboard; he will help me help you. I have already won several grievances and the company has paid monetarily for our Teamsters Feeder drivers; one was a seniority violation and the other was a mechanic who belongs to another union doing our work.

We had our share of grievances resolved to the members' satisfaction for various other infractions. One of the most recent victories came out of UPS Laconia, when Teamsters Local 633 member Sean McGuire followed my advice and filed a grievance for being shorted pay while performing an FT guaranteed job created in 1976 in that building. The settlement I reached with UPS rewarded Sean more than \$2,800 in back pay for his grievance, and he is extremely happy about that. That follows on the heels of a more than \$5,000 grievance for an unjust discharge and reinstatement for driver Geoff Ferguson.

We have our share of terminations which I have been successful in returning our members back to work; several are still pending and will be resolved very soon. I had a national grievance at that Panel deadlock on the monetary issue in that case; the driver is back to work after a very favorable national decision from the National Safety & Health Grievance Committee.

I have settled a number of grievances for supervisors performing bargaining unit work, as well as numerous pay shortage penalties to the members' satisfaction. We will be bringing a Teamsters Federal Credit Union representative to each UPS location to educate our members of the benefits of our services, mortgages, car loans, credit cards, etc., which are available to all our members.

Starting out the new year I would like to make clear the importance of reporting on-the-job injuries immediately as required by Article 14 Compensation Claims. Report your injury no matter how slight or insignificant you may think it is; delays only serve to hinder your ability to seek what is lawfully yours. A notice was sent out to every steward to post on the union boards at UPS – check it out and follow my advice – your family will be glad you did. The contract requires the company to furnish you with a copy of your injury report within two days of your request; exercise this right freely.

Service America Courier/ DHL Portsmouth – I have filed another Unfair Labor Practice charge against the employer



Business Agent Kevin Foley distributes grievance award checks to members Ted Dyer and Mark Clifford at UPS Nashua.

for the termination of an employee that is currently pending before the federal government. Previously, I also had gotten this member his job back with a day's pay. These employees contacted the Teamsters for help because as non-union employees they endured a "wage freeze," which we unfroze, and they did not have access to the following: affordable healthcare, any overtime, and fair concern resolution as non-union employees.

Contract negotiations are ongoing to get those dedicated employees what every worker wants: a legally binding first-ever Teamsters contract, which provides wage increases, good health care and retirement security, as well as a grievance procedure that clearly indicates what the workers can do and cannot do, so everyone knows the rules. The IBT is working with us to secure a first agreement at the urging of Secretary-Treasurer David Laughton.

The workers elected Mike Buckley as their steward, and Mike is working closely with me on daily representation issues, as well as the contract.

LE Bagley has announced it is closing its warehouse after being in business since 1916. They lost the Verizon account, a major portion of its business, which had a serious and negative impact on the company. The closing affects three of our bargaining unit members; I am working on a shutdown agreement with the company and Steward Roger Tancrede.

Swansey Police Department – Officer Wayne Kassotis, Business Agent Jeff Paderlaro and I were successful at reaching a tentative agreement with the town. The brave Teamsters of the Swansey Police Department unanimously ratified a new, first-ever two-year Teamsters contract, which provides wage increases across the board in both years, improved overtime pay and a grievance procedure that provides arbitration. If you're a unionless employee, remember the Teamsters deliver!

(continued on next page)

Business Agent Jeff Padellaro's Report



Since my last report to you, there have been some great things happening. The Seabrook Police Department has ratified a new three-year agreement that gives generous wage increases, protection of health and welfare with no increase in employee contribution, and increased detail rate. The Negotiating Committee, which

included Shop Steward Mark Preston, Dan Lawrence and Dave Buccheri, all did a great job!

The Hudson custodians recently ratified a new five-year contract with significant wage increases, protection of their health benefits through Northern New England Benefit Trust and increased job security. The Negotiating Committee of Rich Bosse, Ray Gingras and Bill Treadwell was a great help. A special note of congratulations to Rich Bosse who began his retirement in January. On behalf of David W. Laughton, the Executive Board and all the officers and business agents, we wish Rich a long, healthy and happy retirement!

The Sandown Police have ratified a new three-year agreement. The new agreement, which provides for annual wage increases of approximately 7%, was unanimously accepted. Other benefits of the new agreement include maintenance of health benefits, increased detail rate and protection of



Business Agent Jeff Padellaro, Trustee Dennis Caza and Joint Council 10 Organizer Roger Travers discuss DRIVE with 146 new Teamsters of Central Parking at the Union Hall.

overtime. The Negotiating Committee of Shop Steward Bob Kelley and Dave Cianfarini did a great job!

Central Parking has ratified a new five-year agreement. The members' first Teamsters contract was accepted nearly unanimously and includes substantial wage increases, Teamsters Health and Welfare, Teamsters 401k, job security, and all the language necessary to make a strong Teamsters contract. Joining Rick Laughton and me at the negotiating table was the Negotiating Committee of Sonia Brodeur, Mike Dumais, Dave Copeland, Martin Power and John Lavigne. They were a tremendous help in getting this contract in place. Great work! On behalf of Principal Officer David W. Laughton, the Executive Board and all of the officers and business agents, **welcome to the Teamsters!**

Casella Waste Systems of Salem, NH, and Allenstown, NH, recently ratified their first-ever Teamsters contract. The agreement provides for Teamsters Health and Welfare through NNEBT, Teamsters 401k, job security and seniority protection, which they never enjoyed without the Teamsters. The Negotiating Committee of John Smithurst, Tom Dube and Ken White all did a terrific job! On behalf of Principal Officer David W. Laughton, the Executive Board and all of the officers and business agents, **welcome to the Teamsters!**

Negotiations are underway at Pepsi Cola of Manchester and Frito Lay. Local 633 will be chairing these negotiations New England-wide, and we will keep you updated.

We are currently scheduling contract proposals for Independent Pipe and Airgas.

Thanking you for your continued support I remain,
Fraternally yours,
Jeff Padellaro

Milford Highway & Police Support Staff – Negotiations with the town have hit an impasse, and we have agreed to go to fact-finding and mediation, which will end up costing the taxpayers of the town tens of thousands of dollars. I have petitioned the PELRB on that, and we are in the process of choosing an arbitrator to resolve the contract. The sticking points are that the town feels compelled to increase the weekly co-pay and saddle the hardworking men and women of the town with that burden. The majority of the Board of Selectmen wants to play politics with the employees and public safety; with an employee turnover rate of +25% and morale at an all-time low, they continue to gamble with public safety.

I've also been addressing issues at the following:
Peterborough Highway and Redlon & Johnson. I've attended the Teamsters/UPS National Grievance Panel, as well as the NE Area Parcel Grievance Committee Hearings, the Monday night sessions when in town, the E-Board meetings, the political functions, and DHL Manchester organizing meetings with the rest of the staff. I look forward to seeing you all at the next scheduled monthly meeting.

Fraternally yours,
Kevin P. Foley, Business Agent
foley@teamsters633.com

Organizer Richard Laughton's Report

It has been very busy on the organizing front since our last newsletter. Local 633 continues to lead the way by organizing for power.

The highlight of the past few months has been the huge victory of Central Parking at the Manchester Airport. In spite of a never-ending campaign against the workers, including two full days of closed-door captive-audience meetings, the Organizing Committee never faltered. It stood strong and united. Because of this grand effort, there are now nearly 150 new Teamsters – not only organized but under a new five-year Teamsters contract at the Airport.

Here are some of the major highlights in their new contract:

1. Teamsters health care
2. Teamsters 401k
3. Enhanced holiday pay
4. Everyone, no matter what their pay scale, has moved forward in wages

Many thanks to all whom were invited from the top, Secretary-Treasurer David Laughton, to employees from the group, along with the 15-member Organizing Committee, who stood together for a better future by knocking on doors

with the help from Roger Travers, Dennis Caza and Scott Gove and others from our Local, who gave up many hours on weekends to assist in this campaign. Thank you, again, for a job well done.

We have many more leads we are following to continue to make this Local grow. Petitions have been filed for the UNH police officers and the Rockingham County Sheriff's Department. There are more on the way!

Among my other duties, I also continue to represent my brothers at the Read-Mix Concrete plants, mechanic shops and quarries. It has been slow this winter but with spring coming, we will, again, be busy at all these locations.

There's some good news on the freight and trucking front. Roadway had a change of operation that brought more road jobs to our Local. ABF is also looking to add jobs with a change of operation. Yellow Freight continues to be our largest freight company in the State of New Hampshire.

I look forward to serving the membership in the future, and if I can be of any assistance, please feel free to call.

Fraternally,
Richard Laughton
Organizer

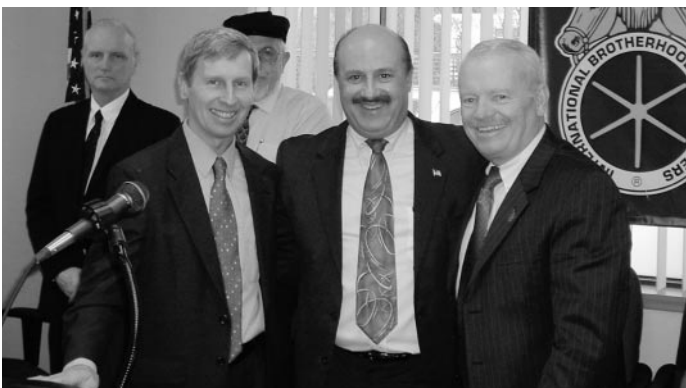
- Deceased Members -

Robert Congdon
Robert Harper
George Leighton
Robert L. Roy
Wilfred Turgeon
Norman Quirion
Konstantinos Mantopoulos
Harry Lewis
Alfred Lafrance
Edward C. Reney Jr.
Richard Burns
Everett Howard
James T. Holt
Arthur Morrisette
David Tsopas
Stanley G. Page
George Belair
Charles Morse Jr.
Milton R. Adams
Edward Biron
Ernest Legendre
Donald Hillman
Peter Remick
Barbara Smith
James Siart
Arthur Kenney Jr.

Eduard Forcier
Leonard W. Sweezy
Charles Fowler Sr.
Edson McGibbon
Dwayne R. Hafford
Edward Frederick
Judson Emery
Albert Tremblay
Omer Emond
Henry Lydon
Armand Karolian
Dean Severance
Marcel St. Hilaire
Russell Coleman
Matty Gorczyca
Richard Webb
Edward Moran
Elmer Simpson
Louis Huard
James Tsetseranos
Gerard Terpstra
Joseph Ranfos
Arthur M. Hanson
Eugene Doucette
James Patenaude



Elected delegates and alternate to the 2006 International Brotherhood of Teamsters Convention: Secretary/Treasurer David W. Laughton, President R. Bruce Gagnon, Business Agents Tom Noonan, Kevin Foley and Jeff Padellaro.



Secretary/Treasurer David W. Laughton with Governor John Lynch and Labor Commissioner George Copadis at a monthly membership meeting. Executive Board members Frank Gray and Ron Robinson look on.

Trustee Dennis Caza's Report



CHANGE TO WIN

After the 2004 elections, the Teamsters and several other large unions realized that without more members we are losing our political clout. The Change to Win Coalition was formed and will be spending more resources on organizing, and also will start holding politicians more accountable by their voting

record. Republicans and democrats alike will receive our support when they vote our way on important issues.

CAFTA

Last July, the United States House narrowly approved another free trade agreement, CAFTA. The Central American Free Trade Agreement was passed by a vote of 217 to 215. The Teamsters strongly opposed the bill that will send thousands of jobs to South America. Fifteen democrats voted wrong on this piece of legislation, and 27 republicans voted right. Let's hope this November that voters remember the congressmen who voted to export more of our jobs overseas and send them a message by electing more labor-friendly politicians. Just for your information, Congressmen Bass and Bradley both voted for CAFTA.

HOUSE BILL 404

Teamsters Local 633 would like to thank House Representative Richard Heon and State Senator Lou D'Allesandro for sponsoring and pushing through House Bill 404. This bill permits public and private sector employees to request a wage deduction for contributions to a political action committee, thus allowing everyone to have a voice in the political process. This bill, HB404, will let any member in Teamsters Local 633 participate in DRIVE, the Teamsters Political Action Committee. Governor John Lynch signed this bill in August, and it took effect 60 days after his signature.

HOUSE BILL 1496

I would like to take this opportunity to thank all members who participated in defeating House Bill 1496, the "Right to Work" bill. Hundreds of members filled out postcards, called their House representatives and attended district meetings to make sure their legislators in New Hampshire knew the Teamsters at Local 633 strongly opposed this legislation. With Secretary-Treasurer Dave Laughton's leadership and Local Union 633 lobbyist Dick Bouley, Scott Gove and I spend the better part of six weeks convincing state legislators one by one that New Hampshire does not need Right to Work. HB1496 Right to Work was voted in the Labor Committee 14-1 Inexpedient to Legislate - "to kill the bill" and in the full House 255 to 85 to defeat the bill. Thanks again for everyone's support.

With the current administration's problems, senators and congressmen under indictment or under investigation, domestic spying without a warrant, and now proposing our ports be run by a foreign government, labor has a chance to make gains in the House and Senate on the federal level and the state level. There are 36 governors' races in 2006, all congressmen are up for election and many Senate seats. In the last several months in New Hampshire, there have been eight special elections, and the democrats here have won seven out of eight. Let's hope this trend continues in November, and we can elect politicians who will support working families' issues.

Faternally yours,
Dennis H. Caza
Trustee

CAMP ALLEN OUTING

SUNDAY, JULY 9, 2006
10:00 A.M. - 4:00 P.M.

HAMPTON BEACH STATE PARK
HAMPTON, NH

Please come and join us!

New England Teamsters Federal Credit Union Membership Drive



Did you know you and your immediate family members can join our Credit Union?

SIGN UP TODAY - WE OFFER:

Checking Accounts • Money Market Accounts
Debit Cards • CDs and IRAs • Savings Accounts
Online Banking

First Mortgages • Fixed & Variable Rate Second Mortgages
Visa Credit Cards • Auto Loans • Personal Loans
Boat & RV Loans • First-Time Borrower Loans
Motorcycle Loans • And More

Check us out on the web at: www.netfcu.org
or call us at 1 (800) 343-7126



Teamster 633 Golf Tournament

The 20th Annual Teamsters Local 633 Golf Tournament will take place at Owl's Nest Golf Course, Campton, NH, on Saturday, August 26, 2006. Check-in at 8:00 a.m., shotgun start at 9:00 a.m. Type of play will be four-person scramble with combined handicapping. There will be prizes for first, second and third place finishes, as well as closest to the pin and longest drives. For a fee of \$50.00, each golfer will receive green fees, cart, prizes and a barbecue lunch. The tournament is open to the first 108 golfers or 27 foursomes. Openings to be assigned on a first come, first serve basis and completed no later than June 3, 2005. If you cannot find a complete foursome and want to play, please send your name, handicap and fee and we will assign you to a foursome. Register and sign up soon. Openings always go fast.

Accommodations for those players who want to spend the night and play golf at Owl's Nest on Sunday, August 27, 2006, have been reserved at the Golden Eagle Lodge in Waterville Valley for an additional \$25 per person. Four people will be staying in each condo unit. We will submit a rooming list to the hotel for you. The green fee for golf on Sunday is \$55, which includes a cart and should be paid directly to Owl's Nest. Tee times to be assigned.

Please send check or money order for \$50.00 or \$75.00 per person to:

Teamsters Golf Tournament
Teamsters Union Local No. 633
PO Box 870
Manchester, NH 03105-0870

Golf Only – \$50 per person

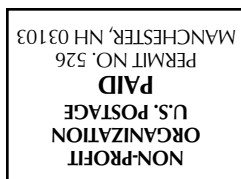
APPLICATION

Golf & Lodging – \$75 per person

20th Annual Teamsters Local No. 633 Golf Tournament
Owl's Nest Golf Course, Campton, NH • Saturday, August 26, 2006
8:00 A.M. Check-in • 9:00 A.M. Shotgun Start

Name _____	Handicap _____	Lodging <input type="checkbox"/> Yes <input type="checkbox"/> No
Name _____	Handicap _____	Lodging <input type="checkbox"/> Yes <input type="checkbox"/> No
Name _____	Handicap _____	Lodging <input type="checkbox"/> Yes <input type="checkbox"/> No
Name _____	Handicap _____	Lodging <input type="checkbox"/> Yes <input type="checkbox"/> No

– It Pays to be a Member of Local 633 –



LOCAL 633 I.B.T.
PO Box 870
Manchester, NH 03105

Official Convention Call

TO THE OFFICERS AND MEMBERS OF AFFILIATED LOCAL UNIONS,
JOINT COUNCILS, STATE CONFERENCES, BMWED SYSTEM
FEDERATIONS, BLET GENERAL COMMITTEES OF ADJUSTMENT
AND TEAMSTERS CANADA

In accordance with the provisions of Article III, Section 1, of the International Constitution,¹ you are hereby notified that the 27th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene in the City of Las Vegas, Nevada, on June 26, 2006, at 9:00 a.m. at the Paris Las Vegas, for the purpose of nominating candidates for Regional and At-Large Vice President positions;² nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the **Rules for the 2005-2006 IBT International Union Delegate and Officer Election** ("2006 Rules"), and the **Consent Order entered in *United States v. International Brotherhood of Teamsters, et al.*, U.S.D.C. SDNY No. 88-Civ.-4486 (DNE) (Mar. 14, 1989).**

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference ("GCC")	All GCC local unions with 125 or more members
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committees of Adjustment ("GCAs") with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Maintenance of Way Employees Division ("BMWED")	All BMWED System Federations ("SFs") with 100 or more members.
BMWED	BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Teamsters Canada Rail Conference ("TCRC")	The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all of the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**. A Local Union not sending its full complement of delegates shall not constitute a basis for challenging the credentials of the remaining delegates representing that Local Union so long as the Local Union has complied with Article II, Section (4)(b)(8) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the BMWED Merger Agreement, any officers of the BMWED National Division shall be invited as guests at the Convention.

¹ All references to the IBT Constitution are to those sections in effect under the Consent Decree.

² As a result of mergers with the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employees and the Graphic Communications International Union, a proposal to amend Article IV of the IBT Constitution to increase the number of Vice Presidents at-large from five (5) to seven (7) will be submitted to the Convention in June 2006. Delegates at the Convention shall nominate candidates for seven (7) at-large Vice Presidents in the event the proposal is approved. Rules for the 2005-2006 IBT International Union Delegate and Officer Election, Article III, Section 5(a).

REQUISITES FOR REPRESENTATION. In accordance with Article III, Section 3 of the International Constitution:

(a). Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6) months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearages in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of split-off or merger.

EXPENSES OF DELEGATES. In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies.

Each GCC Local Union having 125 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the GCC local unions having less than 125 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BLET GCA having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the **Advisory on Delegate and Alternate Delegate Expenses** to be issued shortly by the Election Supervisor. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take

into account any expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have typed thereon the delegate's name and the Local Union number, and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. Each delegate must be a member in good standing from a Local Union entitled to representation and, therefore, entitled to a seat at the Convention. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2006 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected by secret ballot, and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of an alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless of the terms of the Local Union Plan.³ **2006 Rules**, Article III, Section 3(c). Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**.

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the **2006 Rules**, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the 2006 Rules concerning this Convention.

Fraternally yours,



C. Thomas Keegel
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor

³ Guest badges will not be issued to employer/company representatives.