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On the Cover
The International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers held their 43rd Convention in Las Vegas, August 22-26, 2016.
(Whereupon, the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers convened at 9:00 a.m. on Monday, August 22, 2016, in Las Vegas, Nevada.)

ANNOUNCER: Please welcome the officials of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Ladies and Gentlemen, please welcome Frank Marco, General Counsel; Kevin Byrnes, Chief of Staff; Joe Hunt, General President Emeritus; Walter Wise, General President Emeritus; James Mahoney, Ninth General Vice President; Don Zampa, Eighth General Vice President; Robert Boskovich, Seventh General Vice President; Kevin Bryenton, Sixth General Vice President; Stephen Sweeney, Fifth General Vice President; Bill Dean, Fourth General Vice President; Darrell LaBoucan, Third General Vice President; Marvin Ragsdale, Second General Vice President; Jay Hurley, First General Vice President; Bernie Evers, General Treasurer, Ron Piksa, General Secretary; and your General President, Eric Dean.

(Standing ovation.)

Ladies and Gentlemen, your Iron Workers International Executive Officers.

(Appause.)

Now, please welcome the temporary Convention Chair, First General Vice President Jay Hurley.

(Appause.)

GENERAL VICE PRESIDENT HURLEY: Good morning to all.

(“Good morning” from the floor.)

Welcome to Las Vegas. It is one of the great honors of my ironworking career to call to order this 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

We are extremely privileged to have Father Clete Kiley with us this morning to deliver an invocation. He may be a Father, but he’s also our brother, and an idol of mine ever since I witnessed his speech at the 2011 Building Trades Legislative Conference in Washington, D.C.

Father Kiley serves as director for Immigration Policy for the UNITE HERE International Union, a position he has held for the past six years.

Additionally, he is a representative to the AFL-CIO Immigration Committee, a steering committee member for the United States Catholic Bishops Justice for Immigrants Initiative and a founder of National Priest Labor Initiative.

Formerly executive director of U.S. Conference of Catholic Bishops, Father Kiley is the current moderator of the curia for the Archdiocese of Chicago. He is responsible for its day-to-day operations.

His ministry is one of justice and compassion, and he is a spiritual leader of great courage and principle.

We are deeply honored to have him with us this morning.

Please rise for Father Kiley’s invocation.

(Appause.)

Upon completion, please remain standing for the presentation of colors by the Clark High School, NJROTC Color Guard, the national anthems of Canada and United States sung by the Foothill High School Choir and the pledge of allegiance.

Father Kiley.

FATHER KILEY: Thank you, Brother Eric Dean, and all my brothers and sisters here in the Iron Workers. It’s a privilege to be with you and I also want to shout out to my brothers and sisters in the Culinary Union, Local 226, and the Bartenders Local 165, I suspect they’re getting a workout right now.

(Laughter.)

Let us pray.

Almighty God we come together in convention this morning, the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers and we ask your blessings for all our endeavors this week.

May we leave here better organized, more skilled and more professional. But as we gather this morning, Father, we hear the words of the prophet Isaiah, “There is a loud cry heard in the land.” Yes, Father, a loud cry is heard in our land; too many of our people are hurting. There is a breach in the wall of our common good.

It seems like our foundations are broken and the people cry out. How can it be that in America our roads and bridges are crumbling?

The people cry out, How can it be that in this country we only worry about stockholders and say to hell with the stakeholders?
The people cry out, How is it that in the
time of this nation’s greatest wealth, we act as
though there is only enough for a handful?
How did we get here?
The people cry out, Why do we still have an
economy that excludes too many?
The people cry out, Why in the greatest
democracy ever created do we still see efforts
to deny people the right to vote?
The people cry out, Why in the name of
God are the billionaires and the businesses
able to get away without paying their taxes, while, we, the people, pay the tab?
How they can get away with breaking
unions and stealing wages and robbing pen-
sions and exploiting immigrants, there is a
loud cry in the land.
Dr. King prayed that we would become
a nation at peace with itself, but, Father in
heaven, we are not there yet.
And from so many quarters, we hear the
plea “my life — our lives matter” and we add
the lives of working families matter as well.
There is a breach in the wall of our common
good; and the breach must be repaired.
Now, some have come along, Father,
who bring only more words of nullification
and interdiction, mocking the handicapped,
demeaning women, demonizing immigrants,
casting aspersions on the integrity of judges,
mocking gold-star families, who’ve paid
the highest price for our nation, setting religious
bars, promoting falsehoods, hoping that if
they are repeated, enough people will think
they are true.
These are the false prophets that you warned
us about and we should be on our guard.
They do not hear the loud cry in
the land, they only foment voices of anger. They
do not come to repair the breach in the
wall of our common good, they will tear it down
brick by brick.
But with the loud cry in the land, Eternal
Father, you also issue a mighty summons this
very morning. This summons is to every iron-
worker in this hall.
You say to us, “Iron Workers, you work
with the tools every day, you build, you repair,
your very hands create.”
So I call on you, men and women, in this
hall this morning, stand up. Hear the loud cry
in this land and repair the breach.
Be united as a union. Stand with the united
labor movement. Stop those who would divide
us and play us off against each other. Counter
the word of the naysayer, the fabricator of
falsehoods. “Don’t let him widen the breach
further,” says the Lord God, this morning.
“Iron Workers, I summon you now. Be repair-
er of the breach. Get organized. Join with
those and support those who could make us
a nation at peace with ourselves and with a
wider world and can bring us together. Get out
the vote, fight the good fight for, I the Lord,
God, summon you this morning and I will give
you the victory.”
And the Iron Workers, Lord God, will
answer you. We, the Iron Workers standing
united will fight and fight hard and we will
win this fight and by your Holy name, we will
repair the breach in our land. Amen.
(“Amens” from the floor.)
(Appause.)
TEMPORARY CONVENTION CHAIR HURLEY:
Thank you, Father Kiley. The labor movement
is truly blessed by your unyielding advocacy.
I would now like to call for the presenta-
tion of colors.
(Presentation of colors by the Clark High
School NJROTC.)
Now, the Foothill High School Choir will
sing the National Anthems of our two great
countries.
(“O Canada” and “The Star-Spangled
Banner” sung.)
(STANDING OVATION.)
TEMPORARY CONVENTION CHAIR HURLEY:
Brothers and Sisters, and Guests, please join
me in reciting the Pledge of Allegiance.
I pledge allegiance to the flag of the United
States of America, and to the republic for
which it stands, one nation under God, indi-
nvisible, with liberty and justice for all.
Thank you.
(Appause.)
Please join me in a round of applause to
thank our distinguished guests for their
participation in this morning’s opening
ceremonies.
(Appause.)
It is now my pleasure to invite to the
podium my friend and brother, the President
of the host District Council and our Eighth
General Vice President, Don Zampa.
Don began his ironworking career as
an apprentice out of Local 378 in Oakland,
California.
He graduated to journeyman ironworker
and subsequently served as a Local 378 Execu-
tive Board member, president, and business
manager over the course of 21 years.
In 2006, he was appointed general organi-
zation by then General President Joe Hunt.
Last year, following the retirement of
our Fourth General Vice President, Brother
Joe Standley, Don became president of the
California and Vicinity District Council. On
September 1, 2015, General President Eric
Dean appointed Don to the position of general
vice president.
Please join me in welcoming my friend,
our Brother, Don Zampa.
(Appause.)
GENERAL VICE PRESIDENT ZAMPA: Thank
you, Jay. Thank you, Brothers and Sisters and
Guests.
As Jay said, I’m Don Zampa, President of
the California and Vicinity District Coun-
cil. On behalf of the host District Council
representing ironworkers in the states of Cali-
ifornia, Nevada, Arizona and Hawaii, I would
like to welcome you to the 43rd International
Convention.
(Appause.)
I hope that you got to enjoy some of the
golfing or shooting events yesterday that we
helped to organize and the reception and
music last night that we sponsored.
(Appause.)
Anybody with thanks and accolades, I
have to acknowledge that I don’t deserve the
credit. I credit my staff, Bernadette, Keith
and Alma who really do the majority of the work in
my office day-to-day, so I would like to thank
them for having such a great group. Thank you.
(Appause.)
Please don’t hesitate to ask if I can help
in any way to make sure your stay here in Las
Vegas is both enjoyable and rewarding. It is a
great honor to represent some 20,000 of the
finest men and women ironworkers in the 14
Local Unions in my District Council.
I know that we are all proud to be here on
behalf of our members. Our organization is
great because of our members. Without their
drive, their passion, their professionalism and
productivity, we will cease to exist.
It is these traits we need to remember each
day as elected representatives and as delegates
to this Convention. It is a responsibility that
none of us in this room take lightly.
It’s important to keep in mind also that
only a minority of the ironworkers in North
America belong to our Union.
For every union ironworker that we rep-
resent there are two or three that are working
every day as ironworkers, but without the ben-
efit of collectively bargained wages, benefits
or working conditions.
What we do about those ironworkers, how
we speak to them, act around them and treat
them will determine the future of our Union.
In this very city, a quarter century ago, my
father, the California District Council presi-
dent at that time, welcomed the delegates to

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the 38th International Convention with one simple message: Organize.

I raise this issue with you now because I assume you ran for the position of delegate so that you can best represent your membership and move our organization in a direction that will make us stronger and better equipped to address the challenges facing us.

Gathering the facts about our trade and making decisions based on those facts is critical to all of us representing our members properly. Coming here to Las Vegas is but one of many steps in that process.

In order to be successful we must be dedicated to the purpose of our Union as stated in our Constitution. Bear with me and let me read you the preamble to our Constitution:

It being a self-evident fact, plainly demonstrated by past experience, that centralization and unity of action among the mechanics, specialists, skilled workers and all workers in the iron and steel industry of this country is necessary in order to successfully deal with the ever-growing encroachments of organized capital, and the many grievances to which our trade is subjected which require speedy adjustments, and upon the satisfactory settlement of which may hinge the welfare of all brothers and sisters in our craft, therefore, believing that this may best be obtained by united action and effort, thus forming a solid representative organization, each pledged to carry into effect the immortal injunction that “an injury to one is the concern of all,” we pledge ourselves to uphold these principles and to advance and perpetuate the Union.

That’s the preamble that’s in our Iron Workers International Constitution. It’s got a lot in there. It’s kind of complicated. But I like to summarize it in these three short words: We must organize.

We must demand that our Local Unions organize. We must inform and educate our members on the need to organize until every single Local Union has someone dedicated solely to organizing.

We must organize, just as we did so successfully in the 1930s and the 1940s until we reached our peak in union density in the 1950s.

It’s no coincidence that most of our pension plans and our training funds began in the 1950s. We represented most of the workers and we performed 80 percent of the construction work at that time. Because of these factors, we had the power to establish and fund these plans.

Remember this, the Union did not become strong because we had those benefits. We got the benefits because we had the strength.

Brothers and Sisters, we will never return to commanding the wages, benefits, and working conditions that our members deserve until we represent the majority of ironworkers throughout our two great countries and sign those employers to a collective bargaining agreement.

(Applause.)

Organizing begins with a very simple step that everyone in this room can and should do: simply talk to any unrepresented ironworker you meet; on the job site, at the gas station, in church, at a restaurant, on the train, wherever you meet them. Just as someone talked to you and me and guided us towards the union hall or apprenticeship facility, that is what we all must do.

I stand before you today because someone reached out to my grandfather almost 100 years ago. If the Union had chosen to turn him away or insult him or treat him like a second-class citizen, I wouldn’t be here.

The Union saw that he was a skilled and experienced ironworker. He had already worked on bridges in three states. There was no doubt he could do the work. He was a bridge man working without the benefit of collectively bargained wages, working conditions or formal training.

Because the Union chose to accept and welcome my grandfather into their Local, he guided his sons to the Union; one of whom is my father, Richard L. Zampa who became First General Vice President of this great organization and welcomed delegates to the 38th, 39th and 40th Conventions right here in Las Vegas.

My family now has third and fourth generations of union ironworkers, so this is much more than a job for me, it is personal with me.

If I fail, it will have a negative effect on all of us, not just the members that I represent and those that have supported me and voted for me for the past 30 years, not just the unrepresented ironworkers that rely on the union to fight for minimum wage, prevailing wages, health and safety regulations and overtime laws.

Failure to organize and grow and strengthen our Union will affect my family directly. Those I sit down with at the Thanksgiving table that are working iron right now that need good wages to survive on and a pension when they retire.

Those that are already on a pension, deserve to continue receiving what they’ve earned. I have skin in the game and I will not give up on them or you or those that will come into our trade 10 years from now.

As you heard when I read the preamble to our Constitution, organizing is not a new idea, it is the foundation of our Union and it is a passion for me.

(Applause.)

I strongly believe in improving workers’ lives regardless of what work they do, but I believe it is my responsibility and yours to ensure that a strong and relevant union continues for all of those that will follow in our footsteps.

You will be asked to make decisions on a variety of subjects this week. I trust that you will act in the best interests of all of our members and the future of our entire organization.

You will help decide what our great Union will look like in the future and how it will survive against the many challenges we face both internally and externally.

When the next edition of the International Constitution is completed, you can be proud to have participated in deciding what traditions were important to retain and what changes were necessary for progress and growth.

We will not get this opportunity again for another five years. So please study the issues carefully, consider the various opinions and make your decision based on how it will make our Union stronger and better for decades to come.

In closing, I thank you for stepping up and taking on the responsibilities of a delegate. I hope you look back at this Convention many years from now as one of the highlights of your career and please do not hesitate to contact me if I can be of any assistance.

Thank you.

(Applause.)

Now, I have the distinct honor of turning over the gavel to one of my closest friends and comrades in arms.

Brother Eric Dean is the fourth generation in his family to serve as an ironworker, a union ironworker.

He went through our apprenticeship program at Local 63 in his hometown of Chicago. Became a journeyman, foreman and project superintendent; served as an apprentice instructor and certified welding inspector and he served his Local as conductor, trustee, vice president and business agent.

General President West appointed Brother Dean, General Organizer for the International in 1999. And six years later, he was elected president of the Chicago and Vicinity District Council of Iron Workers.
General President Hunt appointed him as General Vice President in 2008, General President Wise appointed him General Secretary in 2011 and the General Executive Council on which I so proudly serve elected him as our General President on July 1, 2015.

(Applause.)

Our Union has been blessed with general presidents of great integrity, vision and leadership in recent years. I’d say that we were lucky, except that the caliber of leader we have had reflects the great character of our members. Eric Dean surely continues in this magnificent tradition. He is a leader who listens, a leader who inspires, a leader who acts, a leader who always puts our members first in everything he does.

He is also a man of great humility who never forgets where he came from, always knows what he stands for and relentlessly focuses on where our great Union needs to go.

It is a privilege to serve at his side and an honor to call him our General President.

Brothers and Sisters, please give it up for our General President, the one and only Eric Dean.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Brothers and Sisters, Family, Friends and Guests, welcome to the 43rd International Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

My name is Eric Dean, and it’s the proudest moment and the greatest privilege of my career to stand before you as our Union’s 13th General President.

I declare the 43rd International Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers legally convened for the transaction of all business which will be properly brought before us.

(Gavel bang.)

(Applause.)

You’re going to have to switch the teleprompter to the next speaker please. Okay, Sorry.

Our next speaker is someone we need in Congress serving alongside Congresswoman Dina Titus — who will be speaking next from Nevada — working for Nevada’s families.

Catherine Cortez Masto served two terms as Nevada’s Attorney General. And let me tell you, during that time, I worked very hard to protect seniors and individuals from scam artists, to pass historic reforms addressing sex trafficking here in the state of Nevada, and also held the big banks accountable — accountable for not coming into Nevada and working very hard to protect the homeowners in this state.

And you know what, we need to continue to elect people who are focused on solving problems in this country and not creating them. That is why I am running to be the next United States Senator.

And I don’t have to tell all of you the stakes are high in this election. We need to elect Hillary Clinton and Tim Kaine, who are committed to building an economy that works for every one, not just those at the top.

Now, Nevada’s economy is slowly recovering from the economic crisis, but I will tell you this after getting around the state and talking to so many incredible people, there are still too many people that are struggling. And that’s true for all of us across the country; there are many that are still struggling. And that’s why we need to fight and elect leaders who are going to ensure we have in this country and are creating good paying jobs. That’s why Hillary Clinton and Tim Kaine will make the largest investment in jobs since World War II.

And let me tell you don’t be fooled. Donald Trump may claim to put America first, but if you look at his record, he seems only interested in putting Donald Trump first.

(Applause.)

Trump is a hypocrite. He says he’ll stand up for American workers, but his own products are not even made in America.

And now my opponent, Congressman Joe Heck, says he has high hopes that Donald Trump will be the next president of the United States. The same Donald Trump who says he wants to punish women who have abortions.

Congressman Heck has even criticized Republicans who stand up to Donald Trump, saying they are hurting the Republican party.

Well, Congressman Heck’s voting record in Washington is hurting the people of Nevada. Congressman Heck has voted to de-fund DACA and will tear immigrant families apart.

Congressman Heck has voted to protect tax breaks for corporations that ship jobs overseas. And Congressman Heck says Donald Trump is the candidate he trusts on national security and changing our economy. Well, I don’t know about you but I don’t want Donald Trump anywhere near our nuclear launch codes.

(Applause.)

And I certainly don’t want him to do what he did in Atlantic City to our economy. The choice is clear in this election, Hillary Clinton, Tim Kaine and I and Dina Titus — Congresswoman Titus, are committed to solving problems and helping every American, not just those at the top.

And I’ll tell you what, there are many things that we are fighting for but one of them is very personal for me and that is passing comprehensive immigration reform. And I tell you this because my grandfather immigrated to the United States from Chihuahua, Mexico. And because of his courage and the hard work of my parents, my sister and I are the first in our family to graduate from college right here in Nevada.

(Applause.)

Thank you.
And I’ll tell you what, it was their hard work and their belief in the greatness of America that gave me the chance not only to serve 8 years as the attorney general of this great state but now to have the potential to be the first Latina ever elected to the United States supreme — excuse me to the United States Senate.  

(Standing ovation.)

And I’ll tell you what, everyone should have that opportunity to succeed not just here in Nevada but across our country. I know that’s what you’re fighting for, that’s what I’m fighting for and together we are going to make this happen. But together we need to ensure that Hillary Clinton and Tim Kaine not only have a Democratic majority in the Senate but that we put them in the White House to ensure we’re fighting for the issues that we care about and we can get things done. Unlike what we have seen in the Republicans, obstructing business from going on, creating problems, bipartisan bickering.  

To me, I don’t know about all of you, but I have had enough of it. It’s time to move this country forward and with your help we are going to put Hillary Clinton, Tim Kaine in the White House. And to the people of the state of Nevada with the support of the wonderful people here, we are going to make sure that Rubin Kihuen, Congresswoman Titus, Jacky Rosen and I are elected come November. We will turn Nevada blue.  

(Standing ovation.)

Thank you all for your early support. Thank you for always being there and I wish you a wonderful conference. And you know, one thing I know for sure, I look forward to working with all of you in the future. Thank you again.  

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Catherine. You showed us exactly why we need you in the Senate and we are going to give it to you and we’re going to give you everything we got to help you get elected.

Now it’s my privilege to introduce a great ally who represents Nevada’s First Congressional District, which includes most of the city of Las Vegas. Elected in 2010, she serves on the House Transportation and Infrastructure Committee where she is a fierce advocate for rebuilding our roads, bridges and airports and creating good jobs for ironworkers and other members of the building trades. As a member of the House Veterans Affairs Committee, she also fights to ensure our wounded warriors receive the care they need and the job opportunities they deserve.  

This progressive leader previously served in Nevada’s state Senate where she was a Democratic leader for 15 years. She is also a professor of government at the University of Nevada, Las Vegas for more than three decades, where she gained international recognition for her expertise in history, nuclear power and wrote numerous books. Brothers and Sisters please join me in giving an enthusiastic Iron Workers welcome to someone that fights for us every single day in the U.S. House, Congresswoman Dina Titus.  

(Standing ovation.)

U.S. CONGRESSWOMAN TITUS: I like that music.  

Well I’m Dina Titus. Thank you so much, President Dean, for bringing your fabulous Iron Workers to District 1. Welcome.  

Are you having a good time?  

(Applause.)

You know let me just give a personal shout out to Local 433 Robbie Conway are you in the house? You better be in the house.  

(Laughter.)

I can tell you they are wonderful here working for our working families and for helping me on the ground. So we are just delighted to have him.  

You know I’m so glad you chose Las Vegas for your convention, because you know we are a strong, proud, union town and as long as I’m in office we will fight to stay that way.  

(Applause.)

Just driving over here I was behind a car that had a bumper sticker on it — I swear this is true — it said, Thank organized labor, the people who gave you the weekend. Thank you very much organized labor.  

(Applause.)

You know when I drive around my district, which is one of the most exciting places on the planet, it goes from the airport down the fabulous Las Vegas strip through the arts district downtown, I just see evidence of your work everywhere I go. Whether it’s the new tower or the new terminal at McCarran, the fabulous hotels and entertainment venues here along the strip, our iconic tallest ferris wheel in the world, you built that, the Smith Center, that’s the performing arts center that’s gotten rave reviews all around the world, and not too far away from this District, you have the pneumatic test site and you have Boulder Dam. You have left an indelible mark on the landscape and the skyline of this incredible town that welcomes 42 million visitors every year.  

It was all built with your blood, sweat and talent and Las Vegas thanks you very much.  

(Applause.)

You heard that I have a proud labor record myself. I believe I have a 100 percent voting record with labor and that will never change.  

(Applause.)

My mother taught me when I was a little girl, you go home with the one who took you to the dance; you took me to the dance, I’m going home with you.  

(Applause.)

You know if you look at the issues whether it’s Davis-Bacon or protecting pensions, fighting against the Cadillac tax, supporting collective bargaining, your issues are my issues and that is never going to change — you can count on that.  

(Applause.)

But, you know there are some people on the other side who don’t feel the same way that we do, I can tell you, I deal with some of these people every day. They refuse to deal with the Flint water crisis or even fund for fighting Zika in Florida. You know, they want to turn back the clock. They won’t adequately pay for infrastructure that we need. They won’t pass voter rights protection. They won’t even bring immigration reform to the floor for a vote. They do not want to move this country forward; they want to move it backwards and we’ve got to do everything we can to stop that agenda before it’s too late.  

And that’s why this election — and you know I say this every time — this is the most important election of your lifetime. Well, this time that is really, really true. And I know I’m preaching to the choir here, you all have been wonderful. I thank you for everything you have been doing to mobilize your members and support labor friendly candidates up and down the ticket.  

But I just want to say we can’t let up, we have got to keep it up and we’ve got to step it up. And I will be with you out there on the hustings. We have got to do what we do best and that is make every phone call, knock every door, drag every person we know to the polls because the stakes are just too high and the consequences are just too dire if we don’t do that.

Now I will be out there on the hustings with you, you can count on that. And I can tell you it’s pretty damn hot here in August knocking on doors, 115 degrees in Las Vegas, but it’s worth it, every minute of it. And so you can count on me and I hope that you will know I will always be your partner in Washington. So come back and see me in Las Vegas or stop by and see me back there.  

Now you have got some real important meetings while you’re here, I appreciate that. But I want you to have a little fun because you are in Las Vegas after all. And if you lose a few nickels, just think of it as contributing to education in our state, not as a loss.  

(Laughter.)
And I can tell you this if you get in a little trouble while you’re here, you can call my office. We are very good at that. We have a little juice here. You know, if you’ve ever seen the movie Hangover, that’s like an average day in my office.

(Laughter)

So we are here for you. We are glad you’re here. We love you. Thank you very much.

(Laughter)

GENERAL PRESIDENT DEAN: Thank you, Congresswoman Titus. If we could only clone 434 versions of you and put them in the House, it would be a much better place.

(Applause)

You know she sits on the House Infrastructure Committee, Transportation, Infrastructure, and I offer to send a bunch of Iron Workers there to shake some couch cushions to find a little bit more money to build our roads and bridges because the other side of the aisle kept blocking us on what we truly need. But friends like that and fierce advocates, we greatly appreciate it.

So our next speaker is an outstanding building trades leader and a proud union iron worker who serves as president of the State Building and Construction Trades Council of California.

Robbie Hunter has a remarkable history, too. He was born in Belfast, Northern Ireland. And in 1972, he started his apprenticeship with an Irish Transport and General Workers Union as a steel erector. He worked in Harlan & Wolfe shipyards, where his great grandfather, John Quinn, helped organize the union in 1906 and he built gantry cranes on the Titanic.

Robbie moved to the U.S. in 1978, joined our Union, and was president of Local 433 Structural Iron Workers from 2003 to 2009. He also served on the board of the District Council of Iron Workers for California and Nevada and as a board member, apprenticeship instructor, and trainer for the Joint Labor Management Apprenticeship Program in both states.

Throughout his time, Robbie was a rising leader in the broader building trades movement. While serving as an executive secretary of the Los Angeles Orange County Building Trades Construction Council, he negotiated agreements that incorporated all affiliated construction trades on individual projects. He hammered out master agreements with the Port of Los Angeles, LAX airport, the Los Angeles Unified School District and Los Angeles Community College District.

Now he is fighting for 350,000 skilled construction workers throughout the largest state in the U.S., many of whom are our brothers and sisters. I sit on the governing board of presidents with President Sean McGarvey and Secretary Brent Bookner and they’ve often said we would be a lot better off in the world if there were more Robbie Hunters running our building trades councils. To them I say amen. Please join me in welcoming our friend, our brother, Robbie Hunter.

(Standing ovation)

CA BUILDING TRADES COUNCIL PRESIDENT HUNTER: Good morning Iron Workers.

("Good morning" from the floor)

They always move this thing up just before I come up to make me look short but that’s fine.

(Laughter)

I would like first of all to thank Local 416 and Local 433 for being the hosts of this Convention. And I would really like to thank President Dean for the invitation to speak to this convention today. I’m delighted to be here with you at the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

(Applause)

As President Dean has already alluded to, I follow in the footsteps of many of the men up here. My great-grandfather, John Quinn, in 1906, was a steeple jack in the Harlan & Wolfe shipyards. He was dealing with a divided workforce where they played one worker against the other; they used religion. It would be Protestant and Catholic, it would be English, it would be Irish, but the whole division was driven by the owners to keep workers enslaved. In the Harlan & Wolfe shipyards and in the steel mills of Belfast, Ireland they work you 18 hours a day, 6 days a week, 12 hours on Sunday.

The kids—and people for medical treatment—were born in the workhouse; and they died in the workhouse, there was no conditions for working people. You lined up every morning and they picked out, you, you and you and they give you a button and you went to the steel mill or you went somewhere to work and at the end of that day you went back to the same place, they herded you into a bar that the company owned, you walked up in line and you handed them the button, and they had a box, they opened it up and they cheated you on a day’s pay that they’d agreed to and you had to buy the boss a drink.

John Quinn said, We can’t live like this, my kids can’t live like this. The four children that he buried including a 7-year-old girl, a 2-year-old boy and a 3-year-old boy, died because they didn’t have the right food, the right medical conditions, and were in dark, damp houses and were at the bottom with rags.

And it was the same in America, the same right here. And that’s where we raised up out of, raised up out of the slavery to be working men that could support our families. That’s who the Iron Workers are.

(Applause)

The Iron Workers here in America have been a main structural member of the Building Trades for over 100 years. When others waiver, when others falter, when others decide that they’re bigger and better and they can move out on their own, the Iron Workers never did. And when others coaxed us to join their other various alliances, we listened because we represent our members, but we ended and we said, No, we belong in the Building Trades and we ask you to come back and join us for the bigger fight.

As individuals they can break us; together, 15 pencils in a bundle, they cannot break us. And that is the reason I went to work for the Building Trades, because I know united and together all of the building trades of America cannot be broke and that’s who we are, guys. That’s who we are.

(Applause)

You know whenever I started working at the Building Trades and I needed support and things were tough, all I had to do was look sideways at Hart Keeble or Mike Silvey of our Locals there and they always nodded whatever the fight was, whatever the difficulty was, whatever resources that were needed was, they said, we are in. When I was here — I actually have a little funny story for you.

(Laughter)

When I was president of 433 I used to come up here to run the meetings. And me and Don Williams, who was the business manager, and Jim Garner and Mike, and we would come up here and we kind of would take a deep breath, because it was a big boom going on and we had over 5,000 boomers from around the nation working here in Las Vegas and we needed every single one of them because all the steel in all these casinos in these trusses over our head have our fingerprints all over it. But the downside of that was 5,000 boomers, every ironworker in America that had a warrant was hiding in Las Vegas.

(Laughter)

And so what I always said about those meetings, it looked like that ad, you know, the Vikings, what’s in your wallet? And we would look down in our audience and that’s what I would look at. Well, I can see we have got much of the same audience here today.

(Laughter)

But seriously, together we make it, divided we don’t. We go back to the street corner.
My grandfather, Robbie Hunter, worked in Chicago in 1927. He said, Son they did the same thing; they lined us up on street corners, we fist fought each other and pushed each other. We worked for less every day. He said the old men put their hands in the fire barrel and rubbed the soot to hide the gray in their hair. He said you’d be working on a job and you couldn’t even tell an apprentice—a young guy, Hey son, don’t get on that side of the load. He said, they would say, Them two is talking, they’re talking union, get rid of them. That’s the world that the Iron Workers Union was born into.

And we didn’t get it 100 and some years ago; we fought right into the 30s—it was bloody war all over this country. And as I say, the leadership of the Iron Workers within the Building Trades, that’s one of the reasons we have been so successful.

Now here, in California, or in California and the District Council of Donnie Zampa, of Nevada and the Western States, we had a big problem: we had lost the refineries bit by bit. They had brought in workers from right-to-work states. They had ground us into the ground. They had phony unions like the Steelworkers signing agreements for $60 dollars an hour, making slaves out of construction workers. We had Branderson, Jacobs, Petrochems and then we had the other enemy, which was in the multinational refining companies Shell, Tesoro Oil, Chevron, all of them. We decided six years ago that we are going to take them on and take that work back.

I flew to Brazil and I met with some of these multinationalis and I told them if we don’t get this work in them refineries, we are going to build shopping centers where your refineries are, because we’re going to get that work. That got their attention, but they didn’t believe it.

It was the unity of all the building trades together, we started passing legislation, and the legislation — one of the bills was SB 54 — people said we would never get it. And the Steelworkers came in as a phony cover for the slave wages and agreements that they had done for the refineries and they’d signed up Petrochem and they said, Well, we are in a union. You’re not in a union, you’re abusing workers from right-to-work states. You’re abusing Iron Workers that are struggling to make it in Texas and Oklahoma. And they come here and they live in their car. You’re destroying our jobs and our families can’t live in California. We can’t afford a home and we are going to do something about it.

SB 54 was a bill that we fought that everybody said that we couldn’t do, but I flew around the country, I met with Doug McCarran, I met with the Laborers, I met with everyone and I said we can do this, we can take this hill. That bill made it prevailing wage for all construction in the refinery. It also made that any contractor that worked in the refinery had to have 60 percent of the workforce had to be graduates of state approved apprenticeship programs and what that did was that unionized that work.

(Appause.)

Today we are in numbers in those refineries like never before. Today Petrochem, Branderson and Jacobs have bought union companies and they’re bidding their work through the union.

Today we sit with those multinationals to help them to further their business and make them profitable. And they are glad. They tell me that the Iron Workers can do work that they hadn’t seen in 30 years, that our work ethic, our training, our skilled and trained workforce, they were hiding from the wolf in the forest that wasn’t a wolf. It was a friend. It was somebody that was going to make them.

And that’s the skill. We do it with the least amount of people. We do it in the least amount of time. We do it once. We do it right. And we do it under the lowest bid. That’s who we are.

(Appause.)

If you can’t support that, what can you support?

(Appause.)

So I know many of the members out here have worked at the Building Trades and many of the men up here have taken the position of the head of a Building Trades Council or a State Council and I remember when I got asked to do it and I said what would I do that for, that’s piggy in the middle. I’m over here with the men I know in the trade that I understand and with the people that I know what they’re going to do and when I go in there — and what I said to them was, you know, in Alaska they have those huskies and you get that lead dog and the guy cracks and he says mush and the huskies all go like this.

(Gesturing.)

The building trades, are like Jack Russells, you’re shouting mush and they all start fighting with each, you’re shouting mush again, and they all go in different directions.

(Laughter.)

We won’t make it like that guys. But what we are is just like Jack Russells, we are tough, we got the heart of a lion and we will die for each other.

And I’m so proud of being a union Iron Worker. And when I came here in America in 1978, I came through New York, and I came through to Boston. I went to Buffalo through the Midwest and I got into California, and Local 433 when I walked through the door I looked over the top, and it said, “Through these doors pass the greatest union people in the world.” And I can tell you guys that was right. That’s who we are. That’s who the ironworker is. I depend on the ironworker every single day at the State Building Trades of California because when I need a lead dog, when I need somebody at the front, I turn to my brothers and sisters at the Iron Workers for unity and strength. They always man up and they always go out, and they’re always there and we are the better for it and all of the trades are the better for it.

(Appause.)

You know, I was supposed to speak later but the next speaker is kind of late so they got the chicken hook out and they drug me out here and they’re telling me to drag it out a little so I will keep going until they drag me off with the chicken hook.

(Laughter.)

In L.A. when I got the job as a business agent and I stood in that dispatch and you’d see kids coming in, they come up to you — and you know, we got the high ground in case somebody starts some shit, we are up here and they’re down there. And at the dispatch window, you’d see a kid coming in and he’d put his hands up in the window and he’d say, Hey Mister, how do I get in here? And I’d look at him and everybody’s watching and they think you’re going to slip him a job, all the normal stuff that we all know. And I would look at him and I’d say, Well, son do you know somebody who can talk and get you in with a company and get you sponsored? And, you know, the kid would say no. And you look at him and you can see tattoos from a state penitentiary. You go to yourself—you know kid there is applications on that table. And he walks over there — and you’re looking at him and answering the phone and all the normal stuff — and he picks it up and you see the kid putting it back down again.

That kid can’t read and write. That kid doesn’t stand a chance in life. And he’s there because he’s desperate. We are the only people that don’t bar somebody because they have a criminal record or a felony.

You turn around — and I did what every business agent in this room did—I’d go, Hey kid, bring that thing up here. And you take it off and you go. This thing is a pain in the ass to fill out bring it around to the window. Monica is here, she’s down here at the back. And I’d say — call over there — and I’d say, Hey Monica there is a kid coming to see you. I said, “Help him fill out that application.”
Then I’d call Paulie Martinez, who is at the back here running one of the booths. And I’d say, Hey Paulie there is a kid coming down to the school, help him, take care of drug testing, get that stuff filled out. I’m going to find him a sponsor.

Because I knew and I know that that kid doesn’t stand a chance in life. And I’ve got a message for the presidential candidates—and our candidate is Hillary Clinton and I have a strong belief that she will work for working people in this country—but my message to them is, if you want to help people in the third world country, help the working people, the blue-collar people of America because they’re living in a third world country. Our wages have been driven into the ground.

(Appause.)

Our wages have been driven into the ground. The people around us—the only decent job—a kid comes out of high school in California, he looks left there is gangs, he looks right there is drugs, he looks in front of him there is a minimum wage job with a hair net. I won’t live like that, and they won’t live like that.

If the Democratic party wants to continue carrying labor they got to keep faith, they got to deliver. They can’t bypass us when we get there is a minimum wage job with a hair net. I won’t live like that, and they won’t live like that.

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If you ever asked any one of us here why I became an ironworker our answers would be fascinating both because of the differences between them and because of the many reasons we surely have in common: a love of hard work, an enthusiasm for challenges, a willingness to reach the highest heights. And I mean that both literally and figuratively. We asked ironworkers why they joined their craft, and we recorded their answers on the following video. Please watch.

(Video presented.)

(GENERAL PRESIDENT DEAN) Thank you, Robbie. You’re doing great work and our California members are grateful for your leadership. That’s for sure.

If you ever asked any one of us here why I became an ironworker our answers would be fascinating both because of the differences between them and because of the many reasons we surely have in common: a love of hard work, an enthusiasm for challenges, a willingness to reach the highest heights. And I mean that both literally and figuratively. We asked ironworkers why they joined their craft, and we recorded their answers on the following video. Please watch.

(Video presented.)

(GENERAL PRESIDENT DEAN) And now, to introduce a very special guest speaker is a man who needs no introduction to any of us. My admiration for him, my gratitude for all he’s done for our Union runs deep so I’ll ask you to join me in welcoming my mentor, our friend, our brother, our general president emeritus, the great Walter Wise.

(Applause.)

GENERAL PRESIDENT EMERITUS WISE: Good morning, Brothers and Sisters. (“Good morning” from the floor.)

It’s an honor to stand before you today, especially for the task General President Dean has been so gracious in inviting me to perform. Like all of you in this room, I’ve met numerous legislators and candidates in the course of my career. You can become fairly cynical as you try to separate the wheat from the chaff.

But then you meet a candidate like Tim Kaine, a man who embodies all we look for in leaders: integrity, character, intelligence and core beliefs that resonate in our hearts and our minds. I first met Tim in 2001 when he was the Democratic candidate for lieutenant governor. At the time he was the mayor of Richmond, Virginia. After having successfully served on the city council since 1994.

As a practicing attorney he devoted much of his time working pro bono on cases for minorities and the disabled involving housing discrimination. After nearly two hours discussing a variety of issues important to our members and their future, I knew I had met a leader whose life was founded on one belief: How do I help people make their lives better?

I believe my comment to John Rayner, Local 5’s political coordinator at the time was, lieutenant governor, hell, we need to elect this man as governor and whatever else he pursues. He is the real deal. A believer in public service. I had faith that one day he would be here.

I’ve known the Senator for 15 years, but the Iron Workers have known him and he has known the Iron Workers for 50 years. Although born in Minnesota, he grew up in Kansas City, Missouri, where his father Al ran Ironcrafters, Inc., a small steel fabrication shop. Ironcrafters, Inc.’s employees were union ironworkers. It was a family business where Tim learned to weld and to recognize the value of skilled Iron Workers.

His father believed that it wasn’t enough for his family to be able to send his kids to college. The families of their Iron Workers needed to be able to have the same opportunity as well.

Al Kaine’s commitment to our partnership led him to serve as a management trustee on the National Shopmen’s Pension Fund. Thank you, Al, for helping to secure retirement with dignity for thousands of Iron Workers.

From a Jesuit high school through the University of Missouri, where he earned a bachelor’s degree in economics and then on to Harvard Law School, Tim Kaine excelled. But he never forgot the values he learned from his experiences on the shop floor, his Jesuit schooling or the year he volunteered as a missionary in Honduras where he taught welding at a small vocational school.

In Virginia, which doesn’t have a reputation or history of being the most friendly to labor, he appointed a former State Federation president to a cabinet-level position and an Operating Engineer as Commissioner of Labor and Industry, because he knew they would help workers.

Senator Kaine sits on the Senate’s Armed Services, Budget, Foreign Relations and Aging Committees. He introduced the Troop Talent Act in 2013 to help our military veterans in their transition to the civilian workforce and programs like our own Helmets to Hardhats. He is the founder and co-chair of the Career and Technical Education Caucus that helps to promote apprenticeships. Programs that make lives better.

He and his talented wife Anne, the former Virginia Secretary of Education attended the Mid-Atlantic States Outstanding Apprenticeship Competition at Local 28’s new facility. And he didn’t do too badly on the virtual welder either.

In 2014, in recognition of Tim Kaine’s career dedication to the principles that embody us as Iron Workers, I presented Senator Kaine with an honorary membership in the Iron Workers Union, a card and certificate that embodies us as Iron Workers, I presented Senator Kaine with an honorary membership in the Iron Workers Union, a card and certificate that embodies us as Iron Workers.

But more importantly, we will not let our country lose. But more importantly, we will not let our country lose. But more importantly, we will not let our country lose. But more importantly, we will not let our country lose.

It is with great honor that I introduce our friend, your brother and the next Vice President of the United States, Timothy Michael Kaine.

(Applause.)


(Applause.)

What a magnificent, magnificent honor to be here and be part of this annual convention. I want to thank my great friend, Walt Wise, Virginian, Walt Wise from Roanoke, where my wife is from, for his terrific introduction. And I think Walt may have slightly exaggerated how well I did on the virtual welder when I came to the apprenticeship competition. But
that’s just because he is such a good friend and we have worked together so well in Virginia and nationally.

And it’s true, that Honorary Iron Worker Certificate that my friend Walt presented to me in 2014 is prominently displayed in my Senate office. And this fall it is going to be coming with me to the White House.

(Applause.)

Thank you. I want to thank General President Eric Dean. I’ve had a wonderful opportunity to get to know him over the last few years. And last time we were together, months ago, when I didn’t know I would be on the ticket, he just looked at me and he said, we really want the Democratic vice president to come to our Convention. He was giving me a vote of confidence and it is good to be able to say, you asked me and here I am. So thank you, President Dean, for your great leadership.

(Applause.)

And mostly you, the members of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. I am honored to be here with you. And a special shout out to Iron Workers Local 416 and 433.

(Applause.)

All right. It means a lot for me — to me to be here this morning, because as you’ve heard Iron Workers have played a really important role in my life. My dad, Al Kaine, is here today. Dad is sitting right back here, with our future Senator and our Congresswoman.

(Applause.)

Campaigning doesn’t all have to be hard work, when you get to campaign on the trail with your dad, a healthy, happy, energetic 81-year-old, it’s a really good day. I asked him to be here because for 25 years he owned a union organized ironworking shop near the Kansas City stockyards.

(Applause.)

And as I was growing up I spent my weekends and summers surrounded by presses and punches and lathes and welding rigs which, for a teenage boy, was pretty cool. It was a wonderful family business, like so many others around this country, and it was one that my dad ran very, very well, with Iron Workers who were extremely talented.

The business was called Ironcrafters. In a good year, he had 10 to 12 employees. In a tough year, maybe five employees. Plus my mother, who was his best salesman, my two brothers and me. It wasn’t a big company, by any means.

And the folks who worked for my dad, they didn’t walk on beams in the sky like some of you do. The Ironcrafters made smaller things, bicycle frames, balconies and trellises, table frames, dress racks for department stores and display cases for grocery stores. Nothing fancy, but stuff that it took a lot of skill to make.

I saw how much care my dad’s employees took with their work. They didn’t cut corners because they knew that one mistake could ruin a whole day’s labor. And my dad had the same attitude. In fact, I was sharing a recollection this morning. One summer I was working with him and we were putting together a table frame that was going to hold a glass table top. I dropped the glass, but put out my foot and kind of caught it, but it chipped a piece of the glass. But the chip was going to be hidden, because it was going to be under the table frame when it was all put together.

So I told dad, Hey, Dad, I did this, but guess what? The chip is going to be obscured and the customer won’t know that there is any chip in the glass. And my dad looked at me and said, The customer won’t know, but I’ll know. We’ve got to get a new piece of glass. That was my dad, that was his workers not cutting corners.

(Applause.)

I saw how much folks looked out for each other because ironwork can be dangerous. You can get hurt or even worse, somebody else can be hurt if you’re not careful. So this group of good employees came together with my dad and they were a team. It wasn’t the employer against the employees or the boss against the workers or management against labor. It was a team.

My dad and mom made sure that the three boys, I’m the oldest of three, understood that what happened in the shop every day, mattered very deeply to us. The hard work and artistry of his union employees was what would put my brothers and me through school. And dad’s business sense and his hard work would put his workers’ kids through school. Teamwork. He took it seriously.

He saw his relationship with his employees as a true partnership. And that’s just one of the many reasons why his employees admired him and chose to work for him year after year.

One day, this Union, the National Iron Workers, the National Union asked my dad to be on the National Pension Fund Board as one of three employer representatives. This guy from Kansas City with five employees in a tough year and 12 employees in a good year, it was my dad that they asked to be a management rep on the Pension Fund Board.

Even though it just had a handful of workers, nowhere near as much as some other businesses, but they asked him because he had a reputation for treating workers fairly, caring about their families, caring about whether they had a dignified retirement and they wanted my dad to be on the Pension Fund Board to get it right.

Dad served on the Pension Fund Board for about 10 years. The board not only managed the fund, they had to weigh in on disputes about whether somebody was entitled to benefits; about whether a company was doing the right thing in paying into the benefits. And dad always told me, and he was reminding me this morning as we were driving over, how fair-minded and scrupulous the union reps were in considering those claims.

Whether it was a claim by a union member or a claim by a business, the reps that he worked with over those 10 years impressed him for their fair mindedness. Just as my interactions with labor over the years have impressed the same.

I just will tell you today and I will say it in front of him, I cannot imagine — I cannot imagine having a better father, a better teacher, or a better example of how you should work in teamwork.

(Applause.)

The values that guided my dad’s business all those years aren’t just Kansas City values, they are American values. They are Iron Worker values. In this country if you work hard, do your part and treat people right you should be able to earn a good living. You should be able to give your kids better than you had. That’s how it’s supposed to work in the greatest country in the world. That’s how it’s supposed to work.
As a public servant I’ve tried to protect those values, defend them and advance them. I’ve spent my career in Virginia, as Walt knows so well, Virginia isn’t easy for labor but I was lucky that unions had my back at every step along the way.

And what Walt said in his introduction is completely true, I was a local elected official, city councilman and mayor working with labor on the issues of a living wage ordinances and others. But when I ran my first statewide race, 15 years ago, for lieutenant governor, I came to D.C., I met with President Joe Hunt and we had a long talk about the values of the Iron Workers in my background. And at the end, he clapped me on the back and he said this, and I’ll never forget it. Quote, we’re not going to let the son of an Iron Worker lose. And you know, what —

(Applause.)

And you know what, you never have let this son of an Iron Worker lose. I’m 8 and 0 in elections and I’m going to be 9 and 0 after November 8.

(Standing ovation.)

Thank you so much. Thank you so much. The very first political fight I took on as governor was appointing the head of the state AFL-CIO as the Secretary of the Commonwealth of Virginia, a cabinet position. No governor in the history of Virginia had ever put a labor person into the cabinet. So I was saying, look, if we’re going to be talking economic development around this table, I’ve got to have somebody who has lived it and who advocates for the values of working people.

We pushed really hard to make it happen, but I had two Republican houses who had to have somebody who has lived it and who advocates for the values of working people.

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We pushed really hard to make it happen, but I had two Republican houses who had to confirm my appointment. And for the first time in the history of Virginia, they turned a governor down on a cabinet appointment. I made history with the appointment that was good history; they made history with rejecting him, it was bad history.

But I ended up coming out on top and so did labor. Because they had created a cabinet position in charge of the state’s workforce programs and forgot to put in the language and it has to be approved by the legislature.

So the very day they voted my AFL-CIO President down as Secretary of the Commonwealth, I appointed him to be the head of all workforce programs in the state of Virginia because we needed to have labor around the table as we were tackling tough, tough issues.

(Applause.)

And I used Danny LeBlanc and other labor leaders as agency heads to advocate strong policies for workers and shape the laws and policies of Virginia. My partnership with labor was shown in our push to expand technical education in Virginia. To help home healthcare workers organize. To build major infrastructure projects with union labor in my Commonwealth. And since coming to the Senate four years ago, I’ve championed union workers from our federal employees, who often get kicked around, so many of them live in Virginia, to our manufacturing employees who build the biggest and most complicated items on planet earth, nuclear aircraft carriers and nuclear subs in our shipyard down in Newport News. These are people I champion and these are people who’ve always had my back.

Now after years in Virginia politics, 22 years since my first city council race, I am in a different role. One month ago today at 7:32 p.m., not that I’m counting, Hillary Clinton called and asked me to be her running mate. And of course I said yes with enthusiasm.

I believe in her. I trust her. I trust her values. I support her candidacy. And Hillary Clinton is the most qualified person to run for president of this country in a very long time.

(Applause.)

And I will say this, of every Hillary Clinton T-shirt that anybody has produced, the Iron Workers’ T-shirt for Hillary is the best single piece of swag that is out on the campaign trail today and I’ve seen all of it. I have seen all of it.

Hillary and I believe that the economy should work for everybody, not just for those at the top. And we have a detailed plan to get us there. Donald Trump, he’s got a very different view. Trump says workers’ wages are too high. That we don’t need a federal minimum wage. And that we need to give the richest Americans, especially himself, literally billions of dollars in tax cuts. Donald Trump sees labor unions not as a positive force in workers’ lives or in this country, but as an obstacle standing in his way.

And you know what, we’ve seen that right here in Las Vegas. The Trump Hotel on the strip is doing everything in its power to stop workers from forming a union. Even after they voted to do so. They’ve harassed workers. They fired at least one union supporter in clear violation of the law that says, our workers have a right to organize.

Donald Trump doesn’t get it. Labor unions helped build the great American middle class. You’ve help build the strongest, most dynamic economy in the world, in the history of the world. And every day you advocate for fair wages, safe working conditions and dignity for all workers. That’s why I oppose right-to-work legislation at the federal level. And I oppose an effort —

(Applause.)

And I oppose an effort that’s underway in Virginia right now by referendum to make right-to-work part of the state constitution. This should not be in the Virginia state constitution.

As I said, Trump’s got a different view and that’s why this election is so important. In my view we can’t let somebody with so little respect for American workers sit behind the desk in the Oval Office. We can’t let Donald Trump have a say over our lives, our jobs, our retirement and our national security.

You remember Donald Trump’s favorite two words and this is what we knew Donald Trump for before he decided to run for president, it’s the line he’s famous for, the two words “You’re Fired.” Maya Angelou, the great poet says, When someone shows you who they are, believe them. Donald Trump loves to fire people on national television. It’s kind of twisted when you think about it. And it also crystalizes the choice in this election. And this is what I’m asking voters all over the county, do you want a “You’re Fired” president or a “You’re Hired” president? I mean, it’s not that complicated. It’s not that complicated.

(Applause.)

Hillary Clinton will be a “You’re Hired” president for Iron Workers, for working people, for this country. I’ve been a mayor and governor and I’ve worked hard to bring good jobs to my state of Virginia and I’m going to be her partner in a “You’re Hired” presidency every step of the way. We’ve got a five-point economic plan that we are going to start implementing on day one.

In fact, one of the reasons that Hillary asked me to be her running mate is that I’ve got a good track record in Congress of being able to work with members of all parties in both houses to get things done.

First, in the first 100 days a Clinton/Kaine administration is going to make the largest investment in new jobs since World War II.

(Applause.)

We’re going to put people to work rebuilding America’s roads, rails, bridges, ports and airports.

(Applause.)

We know we need to do this. Interest rates are low, we can hire people. We can raise our platform for economic success. These are jobs that aren’t just good for the here and now, they are investments in our future growth and prosperity, which depend upon a strong infrastructure. And you all know, at the gov-
ernmental level, we’ve been under investing in infrastructure now for many, many years.

We’re going to invest in American manufacturing because there are companies making amazing things here in the United States and innovators who are thinking of new things to make. And we have — should have the back to expand advanced manufacturing. I worked on this as governor and I look forward to working on it with Hillary Clinton.

And we are going to make sure, and this is important, we are going to make sure that in this global world, trade is going to have to work for us and not against us. We will resist and stop any trade deal that doesn’t meet appropriate standards, that kills jobs or holds down wages or can’t be enforced. And that includes opposing the Trans-Pacific Partnership that’s on the table right now because it doesn’t meet the standards that trade deals should meet.

(Appause.)

We need to ramp up trade enforcement. Hillary has talked about it and I testify in trade cases for unions before the ITC. Some foreign country will violate labor principles like Chinese tire dumping or steel dumping and it will hurt an American business and it will take a business years to finally get a ruling and sometimes by the time they get a ruling that there has been an unfair trade practice, they are bankrupt or they can’t even collect it.

Hillary Clinton has said we are going to prioritize trade enforcement with a special trade prosecutor. We are going to make investments at home to make us more competitive abroad. American companies are already exporting billions of dollars of products around the world. Ironworkers work for companies that export products. And we want them to sell even more and create more jobs here in the United States and that’s why we are going to make sure that any trade rule is fair and advances jobs, advances wages rather than hurts them.

By the way, for somebody who wants to be president, Donald Trump has all these products that he’s making in foreign countries. He says, make America great again. He talks a lot about making America great again. He could make America great again by starting to make things in America again, instead of making everything overseas.

(Appause.)

We are also going to work to support small businesses, just like my dad’s. You know the Iron Workers understood that it’s not all about big businesses. You wouldn’t ask my dad to be on the Pension Fund Board if you didn’t understand that small businesses are the backbone and an engine of job creation in this country.

Hillary Clinton and I saw this on a bus tour across Pennsylvania and Ohio right after the Philadelphia convention. She said, Look — quote, I want to be a small business president. Because her dad was just like my dad. Her dad has passed, but he had a small business silk screening fabric for draperies to sell to hotels. And just like I grew up in Kansas City surrounded by presses and lathes, Hillary grew up in the suburbs of Chicago surrounded by paints and squeegees and fabrics.

She and her brothers had to pitch in just like my brothers and I did. And that’s how she got to college and that’s how she became the woman and the leader she is today. So she and I both take it personally. We take it personally that Donald Trump made a fortune while stiffing small businesses from Atlantic City to Las Vegas.

A lot of people don’t know this chapter about Donald Trump and it’s pretty shocking. All kinds of small businesses signed contracts with Donald Trump’s hotels and casinos: cabinet makers, marble suppliers, architects, glass installers, painters, plumbers, on and on. They were proud to work on big projects. They did their work, they did it well. They paid their employees’ salaries and paid their bills. But when they submitted their invoices to Donald J. Trump, Trump wouldn’t pay them.

Instead he offered them pennies on the dollar or said, Yeah, you’re probably right, but if you don’t like it, sue me. He knew that small businesses don’t have the phalanx of attorneys to go up against a big organization and after they did the work, he just figured he can stiff them. These people believed in Donald Trump and they got hurt. And there is a message there, don’t get tricked by Trump.

He is going to tell you something good. Come to Trump University. Give me money and I’ll give you a condo. Don’t worry, there is nothing in the tax returns that I’m not releasing. He’ll tell you something good, but don’t get tricked by Trump. Because the people who have believed him have got hurt.

You should hear some of these small businesses’ stories. They will break your heart. Some of these companies ended up bankrupt.

If Trump had taken advantage of my dad’s business that way or Hillary Clinton’s dad’s business that way, I don’t know what would have happened to them.

So when we say we are going to support small businesses we mean it because we know how valuable they are to families and communities.

The second part of our five-point plan is education. We want to make sure every American has access to the education and skills they need to get good paying jobs. So we’ll fight to expand early education, make college tuition free for the middle class and debt free for everybody. Other nations have done it, we can do that too. We will help millions of people, millions of people —

(Appause.)

—who already have student debt. It’s not right that Donald Trump can ignore his debts, but students and families can’t refinance theirs. And it’s not right that Trump’s University saddled so many students with so much debt. Hillary and I both believe that a four-year degree shouldn’t be the only path to a good job.

This is something I’ve talked to Walt a lot over life. What counselors tell kids, what they tell them at career fairs and career nights. We’ve got to be able to learn a skill, practice a trade and make a good living doing it. It’s not all about going to a community college or college. Apprenticeship programs, career and technical training are important. So Hillary and I will support union training programs like the great programs that the Iron Workers run. We will propose new tax credits to encourage more companies to offer paid internships.

And I know something about this, Walt mentioned, I founded the Career and Technical Education Caucus in the Senate because I saw how valuable technical skills were in my dad’s shop. And then I brought those skills to students at a Jesuit run mission school in Honduras 35 years ago that I ran teaching kids to be carpenters and welders.

These skills need to be integrated throughout our entire education system. So young people can get exposed to and then start learning how to weld or code or cook before they are on the job market. It just makes sense. It just makes sense.

And the Iron Workers have a big role to play in this. The Department of Labor recently created an advisory board on apprenticeships and after we talked about it, I weighed in with Secretary of Labor Tom Perez and said, You have to have an Iron Worker on that board. And he put an Iron Worker on the board because as we’re working on these projects, Iron Workers know it better than anybody else.

(Appause.)

Third, we are going to rewrite the rules to encourage more companies to do the right thing. If companies share profits with employees, they will get a tax credit. But if they move jobs and profits overseas, especially if they have been given any kind of a public benefit, they are going to have to pay an exit tax. Because we’re going to fight for a more patriotic tax
code that puts American jobs first and doesn’t reward companies that take tax benefits and move jobs overseas.

(Appause.)

Unlike Donald Trump, we don’t think wages are too high. He said he thinks wages are too high. And that’s one of the reasons why Hillary and I are going to fight to raise minimum wage. And the other reason is this—Hillary says it often—nobody in this country should work full time and be below the poverty level.

I mean if we tell our kids work hard, work hard, work is what is important. But right now the minimum wage is such that if you work full time at minimum wage, and about 65 percent of people who do are women, and you have one or two dependents, you’re going to be below the poverty level.

If we value work, if we value workers, if we want to tell our kids they should work hard, we shouldn’t be a country where a full time worker is below the poverty level. And that’s why we are going to raise the minimum wage. And that’s why Trump’s claim that we don’t need a federal minimum wage is wrong.

Fourth, we are going to make big corporations, the wealthiest on Wall Street, pay their fair share of taxes. I mean, as we’ve grown out of recession, that is where all the growth has gone. (Applause.)

They have got to pay their fair share. This is a huge difference, let me just focus on this for a sec. This is a huge difference between us and Trump.

I know we all have friends or neighbors who kind of believe, maybe Trump is a friend of the little guy and he’ll stick it to the rich and powerful. Some people believe that, he says it, they believe it. And I’m just telling you don’t believe it folks, because Trump’s tax plan tells you everything you need to know, it says it all.

He’ll give trillions of dollars in tax cuts to big corporations, millionaires, Wall Street money managers, or folks who have massive estates. The studies of his tax plan have demonstrated that it will explode the national debt. It will put us into a recession. And it will leave us a lot less left over for things like education and healthcare.

Trump wants to create a new tax loophole that we’re calling the Trump loophole because it’s designed to help him. It would let him pay less than half the current rate on income for many of his companies. He’d end up paying a lower tax rate than millions of middle class families if the Trump loophole gets passed, which is what he wants to do.

Now here is another one and this has been covered heavily in national press over the weekend. On top of getting rid of the estate tax, which would benefit him and folks at the very top, on top of the Trump loophole he wants to create a new tax shelter for investors like him who take on big debts to make investments. He’s kind of jokingly called himself the king of debt and we call him the king of debt loophole.

This loophole would essentially create negative tax rates for debt-fueled investment. So Donald Trump wouldn’t just be paying less in taxes on his real estate investments. He wouldn’t even be paying zero taxes. We, the American taxpayer, would literally be—we would be paying Donald Trump to run up hundreds of millions of dollars in debt. It is hard to believe that that’s exactly what he has proposed. The taxpayer would subsidize debt-fueled real estate investments by Donald Trump.

Instead of rich people paying their fair share to us, the American taxpayer would be paying them. It’s ridiculous, it’s unfair and that’s not what this country needs.

The Wall Street Journal and the Washington Post have covered this ad nauseum over the last few days and it is a real head scratcher. At the same time as Trump is proposing that taxpayers subsidize these debts we’re learning about all the debt that he’s run up. The New York Times reported that Donald Trump owes at least $650 million and probably more to Wall Street and at least one shadow bank. And through his business partnerships he’s linked to an additional $2 billion in debt to a variety of lenders including Goldman Sachs, Duetche Bank and interestingly, enough the state-owned Bank of China. This is who Donald Trump is in hock to, the state-owned Bank of China. Think about that.

Trump has never mentioned a word of this. We only know this because a newspaper did some digging into his complicated financial situation. He is at the center of a vast global web of financial relationships. He owes a fortune to institutions at home and overseas. He’s got to start being straight with the American people about this. We’ve got to know who Donald Trump is beholden to because we don’t want to be tricked by Trump.

Right now, you know, he refuses to tell us. He’s refusing to do what every presidential candidate does.

Today he raised some questions about the Clinton Foundation. The Clinton Foundation is a nonprofit organization that is a world class charity. It’s provided life saving AIDS drugs to 11 and a half million people. And all the donors to the foundation have been disclosed. And the foundation has said, I’ll go further, we’ll restructure itself completely if Hillary Clinton is elected President. That’s a pledge.

Donald Trump, on the other hand, has told us nothing about how he’ll deal with the conflicts posed by his business dealings, like the money his company owes to the Bank of China. And I have this to say to Donald Trump, because these ties effect your net worth, before you go about attacking a charity, why don’t you come clean about your own business dealings and tell the American people who you are in debt to?

Trump’s designed a tax plan, folks, that would benefit himself enormously. It would direct billions of dollars into ‘Trump’s pockets and the pockets of his family. So Trump should tell the American people how they can trust that his decisions in the White House wouldn’t be about his own bottom line.

Now, of course, we can’t be completely sure how his tax plan would benefit him because he refuses to do what every nominee of a major party has done since 1976, release his tax returns. Folks, even Richard Millhouse Nixon released his tax returns and Nixon wasn’t exactly known as the most ethical administration.

I want to talk about this tax return thing for a second because it really matters. My wife Anne and I released, I guess it was two Fridays ago, 10 years of our tax returns. Hillary Clinton and her husband have released their tax returns going all the way back to 1977. It’s available for all of you. You can see who employed us, how much we earned, how much we paid in taxes, what kind of deductions we claimed, who we owe money to, how much money we gave to charity. We’ve put it out there so that everybody, Democrat, Republican, Independent can see us.

You have a right to know that. Everybody has a right to know that. And that’s the reason that we have this tradition in the United States.

If you are running for President or Vice President, the American voter deserves to know what your financial situation is. You’re going to inhabit an office of immense power. What you say on a teleprompter can cause the stock market to go up or go down, can cause your holdings to go up or go down. So if there is anything questionable about where your income is coming from or what investments you have, or who you’re in hock to, the voters deserve to know it.

If you’ve played fast and loose with your taxes, the voters deserve to know it. If you’ve spent years exaggerating how rich you are, the voters deserve to know it. Donald Trump has
said for years that if he ever ran for President he’d release his taxes. He has told other presidential candidates to release their taxes. Now he’s not just running, he is the nominee of the Republican party, but he’s saying I’m not going to release my taxes.

It is time for Donald Trump to follow his own words, to face the music and give the American voters what we deserve, the facts. We cannot afford to be tricked by Trump. And let me just say this, Donald Trump had bragged over and over again about how he uses every dodge he can to avoid paying taxes. He jokes about this, he brags about it. He seems to think that it’s a great admirable trait. I don’t agree with that.

Nobody here likes paying taxes. Nobody likes paying taxes. I don’t like to pay them. But where does the money go? It goes to our troops. Who supports our troops? It’s taxpayers. Who pays for water and air clean? It’s taxpayers. Who pays for public parks? It’s taxpayers. Who supports police and firefighters and teachers and public parks? It’s taxpayers. Who supports the rebuilding of roads and bridges and keeping water and air clean? It’s taxpayers. Who pays for these things? We do. All of us. It’s a responsibility. It’s a patriotic duty. We are citizens of an extraordinary nation, that’s the deal.

If you’ve spent your whole life laughing and bragging about how you use every trick possible to avoid paying taxes and now you want to say that you’re going to be a great commander in chief for the troops, you want to say I’ll be great for the vets, Donald Trump has been stiﬁng our troops and stiﬁng our vets and stiﬁng our teachers and stiﬁng our police and stiﬁng our firefighters, along his whole life. And now he says he’s suddenly going to be great. We cannot afford to be tricked by Trump.

I know so many successful businessmen and women who would never dream of acting that way and he could learn a lesson from them.

The last and ﬁnal part of the plan is to do more to support working families. Talked about a few of those items, but we’ve got to catch up with how people actually live and work in the 21st century. Today in many two-parent households, both parents work. And we got a lot of one parent households that have to juggle so much. So we need quality affordable childcare. We need to enact paid leave for workers so you don’t have to lose a paycheck to stay home with your sick kid or parent.

And at a time when more women are breadwinners than ever before, we’ve got to have equal pay for women. It will help families economically advance and it’s the right thing to do.

(Applause.)

Donald Trump is trying hard to reboot his campaign right now, the third or fourth time he has brought in a new campaign team. He’s trying to present himself now as somebody different than the man we’ve seen and heard from for over a year.

Just over the weekend he kinda created some headlines about immigration reform. I’ve been a strong supporter of immigration reform. We have to have an immigration reform system that’s fair. Donald Trump has been out there saying, we’re going to build a wall. He calls people of Mexican-American heritage criminals and trash talks them. And it doesn’t matter whether you just came over the border without documents or whether you are a respected federal judge and former prosecutor who is of Mexican-American heritage, Donald Trump is going to take the broad brush and basically call you names.

He’s promised that if he’s elected he will deport 16 million people from the United States. He has promised to create a deportation force to go into communities and take people away, tearing apart families. He’s been clear on that, doubling and tripling down on it.

Now, over the weekend he had a closed-door meeting with some activists and said, well, you know — people came out of the meeting and said, maybe Donald Trump is not as bad as we thought. But please note, as soon as they said what went on inside the meeting, his team said, No, he’s not changing his policy, he’s not changing his position, not by an inch. He is still going to have the deportation force. He is still going to separate families. He says he’s not ﬂip ﬂoping on immigration. That’s what his campaign says. His campaign says it, his family says it.

This is an area where we’ve got to believe the actions and not the words. He’ll probably try to say, Okay, I’m not going to be so bad on immigration. Just like he’s going to say, I’ll be great for the troops or great for the vets or African Americans should vote for me, even after I’ve gone around questioning whether President Obama was born in the United States.

He’s going to say a lot of things now, just like he told contractors I’ll pay your bills. Just like he told Trump University students you are going to get a good degree. Just like he told retirees, give me a down payment and you’ll get a condo out of it. But we can’t afford to be tricked by Trump. This deportation thing is just another one. He says he will deport people in a humane way, whatever that means. It’s just wrong.

We’ve got to win this election. We’ve got to win this election and Hillary and I are count-
you all know something about hard work and I do too and so does Hillary Clinton.

So let’s work hard, let’s win this November and then Iron Workers, let’s go to work building an economy that works for everybody with more good jobs and more opportunities, so that every man, woman, boy and girl in this country can go as far as their hard work and talent will take them.

We’ll build a country that works for everybody. Thanks so much. Thanks Iron Workers for the invitation. We’ll go out and win and then we’ll make history together.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Brothers and Sisters, let’s give another round of applause to the next Vice President of the United States.

(Applause.)

Senator Kaine, with your busy schedule, surely busier than ever before, I extend to you our deepest thanks that you could take the time to join us. You are truly one of us and we are going to do everything within our power to make sure you move into the Vice President’s residence on January 20th, 2017.

So here I want to tell you, every day the Vice President has residence at the Naval Observatory and they drive right by my office. So I’m going to get to see my buddy go to work and it’s going to be a really nice thing. So thank you very much.

As you can see from our last three speakers it could not be more important that we elect good people to office who share our values and believe in our vision of fairness and who fight for workers.

The following video gives us more depth of why we must continue to strengthen our political clout and increase our power at the ballot box. Please watch.

(Video presented.)

(Applause.)

You know, Senator Kaine travels with a press corp and we had the press here during his speech and it’s already come up, we were on national news with the Iron Worker back drop, so that was one of the great things we were hoping for.

(Applause.)

Jay had to show me the Twitter, because I don’t tweet.

(Laughter.)

Now we have a special video greeting from one our of our best allies in British Columbia who just happens to be the province’s top elected official. Please watch.

(Video address.)

PREMIER CLARK: Hi. I’m Premier Christie Clark. I’d like to welcome you to the 43rd Iron Workers’ International Convention.

Everywhere you go in B.C. you’ll see bridges and stadiums and schools where Iron Workers have left their mark. We plan on keeping the Iron Workers of today and the Iron Workers of tomorrow very, very busy. We are going to work hard to make sure that we get to yes on economic development, get to yes on infrastructure projects. We need your help. And we are very much looking forward to putting every Iron Worker in British Columbia right to work.

(Applause.)

GENERAL PRESIDENT DEAN: Brothers and Sisters, Family, Friends and Guests, as we meet this week at the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, it is my great honor to tell you that our Union is organized and is prepared to organize more ironworkers.

Our Union is skilled and has the ability to supply additional skilled ironworkers. And our Union is professional and demonstrates its professionalism daily throughout our industry. The state of our Union is strong and the future of our Union is stronger than ever.

Our task this week together is to evaluate where we are today. To analyze the challenges and the opportunities that face us each day. To learn from our past what works and what needs to be changed. And to set a course for the next five years to reach our Union’s greatest heights yet.

We see challenges at work every day and like on the job, there is nothing an Iron Worker can’t do. We are the tip of the spear. And we have been on the top floor of everything we’ve ever built.

We are positioned at the top of the building trades and the North American labor movement. And when you are used to being on top, you get used to the view. Our members are leaders, they are tough, strong, determined and we like to fight. Whether it’s fighting for our brothers’ and sisters’ well-being, fairness in the work place or in our communities, that’s what defines us as Iron Workers. And at the end of the day, we always get the job done.

As a fourth generation Iron Worker I’ve known this my whole life. It was instilled in me at home by my father and my brother. My perspective was shaped in Chicago, where we enjoy a strong and vibrant labor movement. First as an apprentice in Local 63, working as a hand in the gang, running a crew, when I went to work in my Local’s training program, serving as a Local Union officer and then later as District Council president of Chicago and Vicinity.

I also saw strength in our members’ character working on your behalf as general organizer, general vice president and general secretary. I’ve seen that same character in every District Council in our two countries and I’m amazed at how easy it is to pick out an Iron Worker, whether you are out on the job, when you are in a meeting, or on the shop floor.

I owe a great debt, as do all Iron Workers, to our predecessors, especially General President Emeritus Joseph Hunt and General President Emeritus Walter Wise.

(Applause.)

The Iron Workers still stand on their shoulders today. President Hunt and President Wise helped navigate our Union through the most treacherous times. And positioned us perfectly to capitalize on the current recovery. They doubled our Union’s commitment to organize. They expanded and improved our apprenticeship training and safety programs. They defended our jurisdiction. They invested and expanded in our market share. They strengthened our bonds with signatory contractors as they were poised to rebound with the economic recovery and they put our own house in order.

And as a result, our membership is growing. Our members’ work hours are increasing. And our lives and livelihoods are steadily improving. They did all this with a tireless work ethic, honesty and integrity. Now I ask you to join me and stand up like Walt Wise and Joe Hunt have always stood up for us and thank them for their service to our Union.

(Standing ovation.)

Grateful as I am for a strong, high bar they set for my presidency, none of us are here to rest on our laurels. Not one of us can afford the luxury of complacency because the better we do, the more we seem to face attacks from those who oppose our Union and our values. We must fight back against those assaults, while also charging forward with everything we’ve got.

We’ve got to play offense and defense at the same time. So while I’m proud of the state of our Union today, I’m not satisfied and neither should you be. There is so much more we need to do to defeat our enemies. There is so much more we need to do to take our unions to greater heights. And there is so much more we need to do to be more organized, more skilled and more professional.

So let’s start with organizing. Simply put, we must invest more time and resources. We must take an all of the above approach, top down and bottom up organizing needs to be
a part of each Local’s strategy. That means organizing open shop workers who seek to improve their standard of living. The newly organized members bring skills and are able to strengthen themselves through our formalized training programs.

We need to make organizing contractors a top priority and stop the exploitation of workers to enforce regulations and to level the playing field for our fair contractors. It means engaging in community-based organizing. Winning the hearts and minds of our neighbors by making them understand how their lives are improved by the projects our members help build and how the local economy is improved by having fairly compensated Iron Workers as pillars of their community.

Organizing also means partnering with our contractors through IMPACT to expand their business, thereby increasing their membership, thereby increasing their profits. Our contractors through IMPACT to expand their business, thereby increasing our membership, thereby increasing their profits. Our apprenticeship training programs are the heart and soul of our Union. Today we have 154 training facilities in the United States and Canada.

Over the past five years we’ve seen a 72 percent increase in apprentices and probationary members and trainees. As of March 1st of this year we had over 14,000 apprentices representing more than 21 percent of our active membership. We should be proud of this impressive record, but not satisfied. Because most likely we will need to get to 25 percent target to meet current and future needs of our industry.

We need to improve our ability to recruit more veterans, women, inner city residents, people of color, welders, rod men, open shop ironworkers and Helmets to Hardhats program is going to be central to all of this.

We need to look at best practices for graduation rates to increase the return on our training dollars. The higher the graduation rate, the less money wasted on those who do not attain journeyman status. For our Union we must replace those retiring and we must meet the rising demands for workers as the construction economy grows.

In my role as co-chair of the National Training Fund, we are constantly working to keep curriculum ahead of the technology curve and to deliver it in a state-of-the-art manner. I think you’ve seen some of that this week.

From apprenticeship to journeymen upgrading training courses, from industry certifications to standard ironworking trade-specific courses, we are keeping our training on the cutting edge and differentiating ironworkers from all others in the industry. We’re emphasizing technology, maximizing the use of online learning, providing skills verification with our QR codes, engaging in other hosts of initiatives that keep Iron Workers on top. And having the most skilled members makes us the most professional union in North America.

And anyone who witnesses Iron Workers performing our craft can see that professionalism is our middle name. In every facet of our work I can proudly say our members are world class, we are the very best in the industry. And they deserve a union as professional as they are.

All of us who are officers, staff and leaders, must meet the highest standards in doing our job. It means accountability for all. We have a sacred trust placed in us and I ask every member to hold every leader accountable. And I assure you that my team will hold and demand each member and each leader to live up to that promise.

I place the members faith and trust above all else. And accountability starts with safety. The goal set by President Wise in 2012 was to achieve a level of zero fatalities. I’ve expanded that to include zero incidences as well. We want every member to return home from work safely to their families every day, no exceptions.

But the only way to achieve that goal is to investigate what went wrong and hold accountable those whose errors and negligence resulted in harm. To ensure our own safety training programs meet the highest standards and to guarantee our contractors are taking the necessary precautions. After all, it’s our contractors who provide the safety equipment, the training and the means necessary to make sure our members aren’t risking their lives to get home every day.

So we are working closely with them to make sure that safety is job number one. We are constantly looking to mitigate risks associated with our trade. We are telling our members that if they see something, they have to say something. And we’ve launched the Iron Worker Safety Director Training Course to teach our members to oversee safety at our own job sites.

Another one of the most important ways to ensure we are organized, skilled and professional is through political and legislative action. I think you just saw some of that. Because the laws passed by our elected officials often determine our pay, our benefits, our job prospects, our safety and so many other aspects of our members’ lives.

Last year, it was our Canadian brothers’ and sisters’ turn and boy did they deliver. They helped remove the conservative government of Stephen Harper after nine years of anti-worker rule and elected Justin Trudeau’s Liberal Party to power.

Notably one of Prime Minister Trudeau’s first acts in office was to meet with the Canadian Building Trades to talk about repealing two vicious anti-labor bills, reinstating the fair wage act and boosting infrastructure spending.
Already our members’ hard work in that election is paying off. Congratulations Darrell to you and your team.

(Applause.)

And now it’s our brothers’ and sisters’ turns in the United States to step up to the plate. I cannot overstate how much is on the line in 2016 U.S. elections. Everything we’ve ever fought for, every gain we’ve won, every goal we have hangs in the balance.

Will our federal, state and local governments invest in building and repairing the infrastructure that’s the life blood in the economy and the hearts of our members’ livelihoods? Or will we see a repeat of incidences like the Flint water crisis or the bridge collapse in Minnesota affecting every citizen who ingeniously believes the water is safe to drink and the roads are safe to drive on? Our country’s citizens deserve better.

Will federal and state prevailing wage laws be maintained and strengthened or destroyed as part of an assault on the middle class? Will union members’ rights be protected and expanded or will they be undermined? Will they be undermined by the passage of so-called right-to-work laws that drive down workers’ wages and benefits, undermine safety and demolish our power at the bargaining table? Will immigrants who work hard and are often exploited at our members’ expense gain the opportunity to become citizens and move out of the dark economy and into the light and enjoy fair compensation and working conditions?

Will we have an all-of-the-above energy policy that provides work opportunities for all our members in oil and gas, coal, nuclear, wind, solar and environmental clean up industries? Will federal safety and health laws be beefed up or cut back?

The answers to these questions will be determined by who wins and who loses on November 8th and how much we do to affect the outcome.

For Iron Workers politics is not a spectator sport. We are either out on the field driving the ball across the goal line or we’re watching our opponents do the same.

I can tell you unequivocally that the election of Hillary Clinton as the 45th President of the United States will provide the right answers to many of those questions and that her opponent would send us in a downward spiral along with the rest of America’s working families.

I know from firsthand experience that Hillary Clinton responds whenever Iron Workers call on her.

First as New York senator, and now as a presidential candidate, where she regularly meets with organized labor and building trades members. Together, we’ve talked at length about energy, infrastructure and policies that will directly affect our members. And I have every confidence that she will make a great President.

And in his speech a few minutes ago, Tim Kaine couldn’t have made it clearer, we’ve got a great Vice Presidential candidate. They will both be great for the Iron Workers and America.

The fact is we need an experienced leader with an entire career in public service, one who has been fighting for workers and standing up with unions; not a rude, divisive, egomaniac who exploits hatred and bigotry, and has no clue what to do as President.

As a developer, when he does build union, Donald Trump has cheated our fair contractors at the end of every project, taking their profits and oftentimes resulting in taking our members fringe benefits away from them.

Don’t be deceived by Donald Trump’s rhetoric. Look at his actions. Look at the number of projects he’s built non-union. He is on record supporting the expansion of right to work.

He is on record claiming he only works with unions where he has to and all his Trump products are manufactured offshore, and look how he’s trying to bust the union at the Trump International Hotel just a few blocks from here. Well, we’re going to go march there on Friday and we’re going to help the Culinary Workers get a contract.

(Applause.)

And we’re going to do it in Iron Workers style: big and loud.

(Applause.)

Know this too, if Donald Trump gets elected President and anti-worker forces keep control of the House and Senate, Davis-Bacon will be repealed, national right to work law will be passed and anti-worker judges will be nominated to the courts and massive tax cuts for millionaires and billionaires will make it impossible to build our infrastructure.

Brothers and Sisters, is this what we want? ("No" from the floor.)

Hell no. So now, not only must we elect Hillary Clinton, we must also elect the U.S. Senate to gain a majority and confirm worker-friendly Supreme Court judges. That will directly impact our children’s and our grandchildren’s lives for decades to come.

We must also elect U.S. representatives, governors and state legislators who will put us to work, not cut our pay. To do this we must increase our members’ contributions to the Iron Workers’ Political Action League to strengthen our ability to support our allies and defeat our enemies. We must make sure that all Iron Workers and their families are registered to vote.

We must encourage our members to volunteer in record numbers; manning phone banks, walking door-to-door and getting our members out to vote on election day. Plus, we should take further steps to elect our own, like our brothers, Massachusetts Congressman Lynch and New Jersey Senate President Steve Sweeney. (Applause.)

We have got Iron Workers who sit on school boards, county boards, tax boards and workforce investment boards. These decision makers shape how our tax money gets spent and whether those jobs get built or fabricated union.

It’s clear when we make good voting decisions, good decisions follow.

Above all, we need to become more organized, more skilled and more professional and more powerful for greater membership involvement because a union is only as strong as its members are active. We need more members to attend union meetings. I am tired of seeing Local Unions fail to get a quorum in a union meeting. We need more members voting on contracts, on bylaws, on resolutions and in Local Union elections. We need our members taking ownership of their Union because no union works by itself.

No contract gets bargained or ratified on auto pilot. No advances get made without effort and sacrifice. It’s our members’ work who makes our Union work. It’s our members whose blood, sweat, and tears lift them up to a better life; empowered by a union by their own two hands, their strong hearts and brilliant minds. I know our members have this capacity within themselves. We see it on the job every day, taking charge, solving problems, following through and every day forging ahead always getting the job done.

If we apply these same qualities to member activism in our great Union, there will be no stopping us. There will be no limit on what we can achieve. There will be no limit on how we can rise.

For me, this is personal. My son just completed his apprenticeship training. He is the fifth generation in our family to wear a tool belt as an Iron Worker.

(Applause.)

And like any proud dad, I want the world for him, but I don’t want it just for him, I want it for every Iron Worker today, every Iron Worker tomorrow, and every Iron Worker for generations to come.

(Applause.)

We are all brothers and sisters. We’re a family and we’ve got to have each other’s backs.
Families stick together. That’s what being an Iron Worker is all about and that’s why I could not be prouder to be your brother.

Let’s have a great Convention. Let’s move forward boldly together and thank you very much.

Standing ovations are a good chance to fix your underwear.

(Applause.)

Thank you.

Now, I would like to introduce the retired general officers in our Union attendance today:

LeRoy Worley, General Secretary.

(Applause.)

Ed McHugh, General Treasurer.

(Applause.)

Tadas Kicielinski, General Vice President.

(Applause.)

James Martin, General Vice President.

(Applause.)

Jim Phair, General Vice President.

(Applause.)

Ray Robertson, General Vice President.

(Applause.)

William Sullivan, General Vice President.

(Applause.)

Billy “Joe” Walker, General Vice President.

(Applause.)

Eddie Walsh, General Vice President.

(Applause.)

Dick Ward, General Vice President.

(Applause.)

Richard Zampa, General Vice President.

(Applause.)

Mike Coyne, my old partner, Executive Assistant.

(Applause.)

Greg Hicks, Executive Director of Jurisdiction and Maintenance.

(Applause.)

Vince Ryan, Executive Director of Jurisdiction and Maintenance.

(Applause.)

Bill Tweet, Executive Director and Assistant to the General President.

(Applause.)

George Cross, General Organizer.

(Applause.)

Mike Downey, General Organizer.

(Applause.)

Mike Gravette, General Organizer.

(Applause.)

Matt Groskie, General Organizer.

(Applause.)

Bob Thomas, General Organizer.

(Applause.)

Kevin Wallace, General Organizer.

(Applause.)

Joe Ward, General Organizer.

(Applause.)

Chuck Decker, General Organizer from IMPACT.

(Applause.)

And Frank Piccione, General Organizer from the National Training Fund.

Not only do we stand on our General President Emeritus’ shoulders, they forged the way for us. Thank you for your leadership Brothers.

(Applause.)

Now, it’s my great pleasure to introduce you to a great trade unionist with whom I’ve had the privilege of serving on the General Executive Council for the past five years.

I observed Ron’s work in his District Council and it was one of the most efficient and orderly Councils in the International.

He brought those same skills to Headquarters, first as General Treasurer and now as General Secretary.

Ron has been a proud Iron Worker for 42 years and counting. And all of us are fortunate to have him in his leadership position at the top of our Union.

So please give it up for my friend. My partner in leading our great Union. Our General Secretary, Brother Ron Piksa.

(Applause.)

GENERAL SECRETARY PIKSA: Thank you, Mr. Chairman, President Dean.

Over the past week, delegates have assembled in their assigned Committees to review the resolutions and recommendations presented to them. The Committees and their respective members will have their names scrolled on the screens.

I will announce the Chairmen and the Secretaries. All of the names will then be inserted into the record. The Committee appointments are as follows:

The Constitution Committee, Marvin Ragsdale, Chairman, Local Union 482 and Darrell LaBoucan, Secretary, Local Union 720.

Constitution Committee Members

Craig Satalic  Local Union 1
Greg Christy  Local Union 3
Kendall Martin  Local Union 5
Tom Halligan  Local Union 6
Bill Hurley  Local Union 7
Ray Woodall  Local Union 11
Mark Calkins  Local Union 24
Bob Walsh  Local Union 40
Larry McNiff  Local Union 63
Ray Dean  Local Union 63
Tommy Carrier  Local Union 70
Jeff Gluckner  Local Union 86
Rick Ellis  Local Union 207
Ronnie Smitherman  Local Union 263
Will Pauls  Local Union 350
Jeff McEuen  Local Union 378
Steve Kirkland  Local Union 384
Tom McNeil, Jr.  Local Union 396
Jack Jarrell  Local Union 397
Rich Sweeney  Local Union 399
Kerry Zettlemoyer  Local Union 404
Sam Malone, Jr.  Local Union 405
Hart Keeble  Local Union 416
Mike Silvey  Local Union 433
Ken Kobus  Local Union 444
Barry Davies  Local Union 512
Pete Myers  Local Union 580
Jacques Dubois  Local Union 711
Tom O’Donnell  Local Union 712
Aaron Murphy  Local Union 721
Lonzo West  Local Union 732
John Wilson  Local Union 752
Gaetan Sigouin  Local Union 765

Next, the Resolutions Committee chaired by Bill Dean, Local Union 549 and Kevin Bryenton, Secretary, Local Union 721.

Resolutions Committee Members

James Gardiner  Local Union 1
Mark Thomas  Local Union 3
Colin Millard  Local Union 8
Garry Simmons  Local Union 12
John Morse  Local Union 14
Michael McDonald  Local Union 27
Anthony Suttles  Local Union 28
Roy Coulombe  Local Union 37
Joseph Blaze, III  Local Union 55
James Watt  Local Union 67
Robert Korth, Jr.  Local Union 86
Fred B. Maddox  Local Union 92
Leslie K. Wiggins  Local Union 103
Richard Dee  Local Union 135
Don Savory  Local Union 155
Michael Scoggins  Local Union 167
Charles Hernandez  Local Union 377
Tim DeMinter  Local Union 383
Robert Duffield  Local Union 387
Jeffrey Chidester  Local Union 395
James Doheny  Local Union 424
Don Silvey  Local Union 433
Richard De  Local Union 527
THE IRONWORKER

Matthew Austin, Local Union 1
Members
Credentials Committee
Union 290, who served as Secretary.
Next is the Credentials Committee, chaired by Robert Boskovich, Local Union 1 and William Woodward, Local Union 290, who served as Secretary.

Organization Committee Members
David Greer
Local Union 3
Aaron Bast
Local Union 5
Shawn Nehiley
Local Union 7
Michael Martin
Local Union 8
David Coleman
Local Union 10
Bret Torppey
Local Union 11
Raymond T. Tanner
Local Union 14
Robert Grothe, II
Local Union 21
Joseph Bowers
Local Union 29
Michael Anderson
Local Union 46-L
Walter Ashford
Local Union 48
Paul Thompson
Local Union 63
Jimmy Stiles
Local Union 70
James Leland
Local Union 97
John Becton
Local Union 272
Jeffrey Bush, Sr.
Local Union 290
Robert Lux
Local Union 378
Marco Frausto
Local Union 416
Robert Alexander
Local Union 416
Christopher Rootes
Local Union 512
Thomas Milton
Local Union 580
William Bradley
Local Union 597
Angel Dominguez
Local Union 698
Sean-Paul Kimball
Local Union 704
Michael Dix
Local Union 721
James Rodney
Local Union 736
Thomas Woodford
Local Union 764
Erik Schmidli
Local Union 790
Daniel S. Parker
Local Union 808
Joshua Dallman
Local Union 811
Richard Crum
Local Union 22
Shane Nehls
Local Union 29
Russell Gschwind
Local Union 63
Robert Esparza, Jr.
Local Union 66
Thomas Bell
Local Union 79
Brian Stanley
Local Union 112
Carlos Shelton
Local Union 118
Michael Sampson
Local Union 207
Juan Galvan
Local Union 229
Dan O’Sullivan
Local Union 392
Jeffrey Veach
Local Union 395
Keith Harkey
Local Union 433
Marvin Prince
Local Union 477
Michael Walters
Local Union 512
Anthony Butkovich
Local Union 516
Bengy Swanson
Local Union 549
Lincoln Naiwi
Local Union 625
Dean Smith
Local Union 700
Keith Stevenson
Local Union 720
Steven Pratt
Local Union 736
Wayne Thibault
Local Union 759
Bert Roeyr
Local Union 771
Colin Danisi
Local Union 771
Next was the Convention Coordination Committee, chaired by Donald Zampa, Local Union 378 and Lee Worley, Local Union 29 served as the Secretary.

Convention Coordination Committee Members
Kenny Waugh, Jr.
Local Union 207
Tim Roman
Local Union 22
Scott Munnings
Local Union 29
Terry Wright
Local Union 375
Ben Pika
Local Union 433
Troy Sauter
Local Union 477
James Alverna
Local Union 549
Bobby Thornton, Jr.
Local Union 577
Rob Barker
Local Union 625
Eddie Reyes
Local Union 700
Dick Zampa
Local Union 720
Joe Hunt, III
Local Union 759
Carl Baskin, Sr.
Local Union 771
Jim McGuire
Local Union 771
Tom Calpin
Local Union 771
Rodney Good, II
Local Union 771
Rick Meyer
Local Union 771
Michael Richards
Local Union 771
Gary Savard
Local Union 771
Stuart Rendleman
Local Union 771
Brad Winans
Local Union 771
Jose Mendoza
Local Union 771

Next is the Grievance Committee, Stephen Sweeney, Local Union 399 was the Chairman and Buddy Cefalu, Local Union 16 served as its Secretary.

Grievance Committee Members
Thomas Melcher
Local Union 3
Chadwick Rink
Local Union 3
Paul Lynch
Local Union 7
Anthony Mayrhofer
Local Union 8
William Eggleston, III
Local Union 12
Joseph Toner
Local Union 15
Richard Jordan
Local Union 17
David Baker
Local Union 44
Scott Murphy
Local Union 58
Samuel Rubino
Local Union 68
William Hayes
Local Union 197
Brian Diskin
Local Union 380
Roy Wackerlin
Local Union 393
Ronald Ware, Jr.
Local Union 395
Michael Gaydos
Local Union 417
Thomas Thomas
Local Union 440
Robin Drake
Local Union 482
Stephen Dowell
Local Union 577
Joseph Nolan, Jr.
Local Union 580
William McMillan
Local Union 709
Jeffrey Norris
Local Union 720
Darren Mahoney
Local Union 721
Egbert Basque
Local Union 842
The Officers Report Committee was chaired by James Mahoney, Local Union 580 and David Beard, Local Union 392 served as Secretary.

Officers Report Committee Members
Vicki O’Leary
Local Union 1
Scott Brydges
Local Union 9
Steven Rank
Local Union 10
Ralph Copley, Jr.
Local Union 22
Alan Swanson
Local Union 33
Terrence Moore
Local Union 46-L
Gary Robb
Local Union 60
Zachary Gorman
Local Union 89
Karl Pineo
Local Union 118
Robert Nebout
Local Union 135
Ron Starkey
Local Union 147
Robert Garmoe
Local Union 321
William Brennell
Local Union 396
Sean Mitchell
Local Union 402
Carlos Shelton
Local Union 440
Brian Stanley
Local Union 451
James Alvernaz
Local Union 469
Troy Sauter
Local Union 568
Terry Wright
Local Union 768
Scott Munnings
Local Union 788
Tim Roman
Local Union 808
Kenny Waugh, Jr.
Local Union 911
Tim Roman
Local Union 911
Scott Munnings
Local Union 911
Terry Wright
Local Union 911
Ben Pika
Local Union 911
Troy Sauter
Local Union 911
James Alverna
Local Union 911
Bobby Thornton, Jr.
Local Union 911
Rob Barker
Local Union 911
Eddie Reyes
Local Union 911
Dick Zampa
Local Union 911
Joe Hunt, III
Local Union 911
Carl Baskin, Sr.
Local Union 911
Jim McGuire
Local Union 911
Tom Calpin
Local Union 911
Rodney Good, II
Local Union 911
Rick Meyer
Local Union 911
Michael Richards
Local Union 911
Gary Savard
Local Union 911
Stuart Rendleman
Local Union 911
Brad Winans
Local Union 911
Jose Mendoza
Local Union 911

LAS VEGAS, NEVADA
And the Rules Committee was chaired by Steven Pendergrass, Local Union 86 and Eric Bohne, Local Union 712, served as the Secretary.

Rules Committee Members

Scott Malley  Local Union 3
John Rayner  Local Union 5
Michael Baker  Local Union 21
Daniel Doyle  Local Union 40
Shane Austin  Local Union 46
Edward Vargocko  Local Union 84
Cecil Damery  Local Union 97
Brian Atkins  Local Union 111
Robert Fulton  Local Union 136
Benton Amburgey, Jr.  Local Union 172
Robert Kara  Local Union 292
Matthew Chartrand  Local Union 361
Grady L. Brown  Local Union 397
David Whitmore  Local Union 498
Sean M.D. Hennon  Local Union 643
Edward Jones  Local Union 698
Jason Roe  Local Union 700
Melvin Brewer  Local Union 704
Sylvain Boivin  Local Union 711
Leonard Raboud  Local Union 720
Robert Kozubski  Local Union 728
Paul Carr  Local Union 751
Armand Charbonneau, Jr.  Local Union 786

This concludes the naming of the Committees. We would like to thank everyone for their time and effort in serving this great International.

Now I’d like to turn the Convention back over to our General President Eric Dean.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Ron. And you should all thank the Committee members.

Now, I would like to welcome our parliamentarian and someone who needs no introduction our past general counsel, Ron Gladney.

(Applause.)

Ron graduated with honors from the U.S. Military Academy in West Point, and received his law degree with honors from the University of Missouri and Columbia Law School.

His law career has focused on serving trade unions, working on labor and pension and administrative issues.

Ron is a partner in the firm of Harnett, Gladney and Hetterman in St. Louis.

Ron served us as General Counsel from June 1, 2001 until March 31, 2016, where he assisted General President Hunt, General President Wise and myself.

Ron was hired when our International was facing our most difficult and challenging times. The advice and guidance and assistance Ron gave General President Hunt played a pivotal role in restoring pride and dignity to our International Union.

We’re grateful to Ron for performing such a vital role for us this week. So thank you, Ron.

Ron if we have any parliamentary issues — if you take it easy on me, I won’t have to call on him and he’ll just get to sit there and look pretty. So thanks Ron.

(Applause.)

Now, we will have a partial report from the Credentials Committee.

The chairman is Seventh General Vice President Robert Boskovich and the secretary is Bill Woodward. Bob and Bill, please come to the podium.

COMMITTEE CHAIRMAN BOSKOVICH: Mr. Chairman, General Officers and Delegates to the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the Credentials Committee, at this time, is prepared to submit a partial report.

Delegates have been elected or appointed to represent their respective Local Unions at this Convention; 780, which include 14 International General Officers and delegates by virtue of their office.

I would like to take this opportunity to express my appreciation and compliments to everyone on the Credentials Committee.

I am including the Sergeant-of-Arms and the Messengers as part of the Committee for a job well done and for their hard work and dedication. They did an outstanding job.

A special thanks to my good friend and Brother Iron Worker, Bill Woodward, President of the District Council of Southern Ohio and Vicinity, as Secretary of the Credentials Committee.

Thank you, Bill.

(Applause.)

In order to expedite this Committee report, the names of the individual delegates will not be read. However, they will be listed in the recorded proceedings by District Council, the number of the Local Union. City and the number of delegate representatives will be presented at this time on your Iron Worker app under Convention Resources and will also be incorporated into the recorded proceedings.

I would like to inform the delegates that only the Local Unions that are to be announced have met the requirements contained in our International Constitution relative to the delegate representatives.

Bill Woodward will now read the District Councils as the Local Union’s delegate count is scrolled on the screens. Secretary Woodward.

(Applause.)

COMMITTEE SECRETARY WOODWARD: Good morning, delegates. I am going to read the District Council in alphabetical order as the Local Union delegate count is scrolled on the screens:

State of California and Vicinity, 81 delegates.
Chicago & Vicinity, 58 delegates.
Eastern Canada, 29 delegates.
The Mid-Atlantic States, 29 delegates.
The New England States, 32 delegates.
New York State, 68 delegates.
North Central States, 43 delegates.
Northern Ohio, Western Pennsylvania and Northern West Virginia, 47 delegates.
Ontario, 42 delegates.
The Pacific Northwest, 32 delegates.
Philadelphia and Vicinity, 43 delegates.
Regional District Council, 2 delegates.
The Rocky Mountain Area, 25 delegates.
The Southeastern States, 47 delegates.
Southern Ohio and Vicinity, 54 delegates.
St. Louis and Vicinity, 44 delegates.
Tennessee Valley and Vicinity, 20 delegates.
Texas and Mid-South States, 39 delegates.
Western Canada, 45 delegates.
There are a total of 780 delegates registered in this Convention, Mr. Chairman.

COMMITTEE CHAIRMAN BOSKOVICH: Thank you, Bill.

Mr. Chairman, the Credentials Committee recommends that the number of delegates announced to be seated at this Convention, and I move for adoption of this partial report.

COMMITTEE SECRETARY WOODWARD: I second, Mr. Chairman.

GENERAL PRESIDENT DEAN: It has been moved and seconded to adopt the partial report of the Credentials Committee.

The question before the House is to approve the Credentials Committee report.

Seeing no one is at the mics, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it. Motion carried.

(Applause.)

GENERAL PRESIDENT DEAN: Next, we’ll have a report on the delinquent locals for consideration, it is in the form of a resolution that has been adopted and approved by the Committee.

Chairman Boskovich.
COMMITTEE CHAIRMAN BOSKOVICH: Delegates your Credentials Committee has reviewed the list of Local Unions who have failed to meet the requirement of Article VI, Section 3 of the International Constitution which reads as follows:

“A Local Union which is indebted to the International Association on its accounts of the last fiscal year shall not be entitled to representation unless such indebtedness be paid previous to the calling to order of this Convention.”

Your Committee has been advised that correspondence has been directed to the Local Unions in recent months working out this Constitutional requirement and the General Treasurer has made contact with the affected Local Unions in this regard.

Your Committee has been advised that in nearly all instances the indebted Local Unions have had a lengthy period of economic hardships and are not in a financial position to presently meet their financial obligation to this International Association.

Your Committee has reviewed the proceedings of the past Conventions and confirmed that it has been a historic practice of the International Association to take steps to ensure as nearly as possible 100 percent representation unless such indebtedness be paid previous to the calling to order of this Convention.”

WHEREAS, this International Association has had a long outstanding record of full representation of all affiliated Local Unions at the International Convention; and

WHEREAS, democratic principles and procedures are best served through full and complete participation; and

WHEREAS, members of the delinquent Local Unions have contributed substantially over the past five years to the finances necessary to hold this Convention; therefore,

BE IT RESOLVED, that Article VI, Section 3 of the International Constitution be waived for this Convention, and all delegates from all Local Unions with current delegate status will be seated with full voice and full vote,

BE IT FURTHER RESOLVED, that the officers of these Local Unions be instructed to take steps immediately to place their Local Unions in sound financial position and liquidate their indebtedness to this International Association as soon as possible.

This Resolution was submitted by the Credentials Committee, and I move for adoption of this Resolution.

COMMITTEE SECRETARY WOODWARD: I second, Mr. Chairman.

GENERAL PRESIDENT DEAN: Seeing no one at the mics.

The question is on the adoption of the Resolution of the Credentials Committee.

All those in favor, signify by saying aye. (Chorus of ayes.)

Any opposed? (No response.)

The ayes carry.

Thank you, Chairman Boskovich and Secretary Woodward. (Applause.)

Now, I would like to call Ron Piksa up for some announcements.

GENERAL SECRETARY PIKSA: Thank you, Mr. Chairman.

I have some announcements to make:

- District Council photos will be taken in the Mirage Event Center A. The following District Councils are scheduled:
  - Mid-Atlantic States at 12:45 p.m.
  - North Central States at 1:00 p.m.
  - Northern Ohio, Western Pennsylvania, and Northern West Virginia at 4:15 p.m.
  - Philadelphia and Vicinity at 4:30 p.m.

- The delegates nominating and seconding each nomination must make their intention known in writing to the Secretary of the Rules Committee no later than this afternoon’s recess.

Mr. Chairman.

Chester Bohne is the Secretary of the Rules Committee and he will be located on the dais at the table behind the podium.

Now, I’d like to introduce my friend and brother, General Treasurer Bernie Evers, for an important announcement. (Applause.)

GENERAL TREASURER EVERS: Thank you.

Good morning, delegates and guests, I would like to extend my welcome to everyone here at this 43rd Convention here in Las Vegas.

By being here, the members have given you an honor and the responsibility of representing them to set the course of our great Union for the next five years. So, please, take the responsibility seriously, keeping the best interests of our members first.

I would like to speak on delegate vouchers, the delegate compensation.

So this morning, the payments will be distributed at the close—the voucher forms will be distributed at the close of this Convention today.

Unlike previous conventions, we were unable to set up a check-cashing service. As an alternative we offered electronic payments.

District Council Presidents, you need to pick up your delegate packets for your District Councils at the close of business this morning to ensure that all delegates receive the delegate voucher forms.

Delegates, once you receive your voucher form you should review it for its accuracy. We ask that you review the last four digits of your social security number or social insurance number which will be listed at the top right-hand corner of the form.

In July, all delegates received expense payments covering per diem for six days, three days travel and $75 ground transportation. Airfare was based on your home Local Union. You will see that your delegate voucher shows your July payment at the bottom of page 1.

Once you have confirmed your social security number and payment amounts, please sign the voucher at the bottom of page 1.

If you have an issue with your delegate voucher, please come and see me in the General Treasurer’s office today.

If you signed up for IPAL, or would like to sign up for IPAL, you should do so by signing the check off form on page 2.

Return your form to the District Council President no later than the close of business on Tuesday. This will allow us enough time to process your salary and committee payments and have them ready for you at the close of this Convention.

Delegates that signed up for electronic payments, your voucher will also list the last four digits of your personal bank account.

We ask that you verify the last four digits, initial this section on page 1 so we have confirmation that you haven’t made any changes to your bank account since July.

If you have an issue with your delegate voucher, please come and see me in the General Treasurer’s office today.

If there are any changes that need to be made, we must make those changes today. If you served
on a committee, you will receive an additional salary and per diem for those days. This will be noted in your delegate expense voucher.

Again, ensure you return all signed vouchers to your District Council President.

A copy will be returned with your check at the end of the Convention.

The next announcement is to let you know that the International has a Group Accidental Death and Dismemberment insurance policy that covers all members and their spouses attending this Convention.

As in all insurance, we hope that it never has to be used. But if it does, please contact my office, so we can file the appropriate claims.

Mr. President, that concludes my announcements.

GENERAL PRESIDENT DEAN: We are going to take a 90-minute recess for lunch. Please be back at 1:30.

(Whereupon, a lunch recess was taken.)

---

FIRST DAY
Monday, August 22, 2016
AFTERNOON SESSION

(Whereupon, the Convention session reconvened at 1:30 p.m. on Monday, August 22, 2016.)

GENERAL PRESIDENT DEAN: Brothers and Sisters, I hereby call the Convention back to order.

First off, this afternoon, we’re going to show you a video on organizing.

As Don Zampa said this morning and as I said in my keynote address, organizing is the key to our Union’s future.

The more members we have, the more market share we gain. The more power we have to raise our members’ living standards, the more we provide for their security, protect their safety, and expand their job opportunities.

Organizing requires the commitment, dedication and hard work of each and every one of us. We must embrace the responsibility to open our doors wide, encourage unorganized workers to join us, recruit new apprentices, and convince contractors to sign with us.

If we do this, if we organize with all the Iron Worker spirit we can muster, we can and will succeed.

Please watch the video.
(Video presented.)
(Applause.)

As you get to navigate the app — the application made for this Convention, every video that gets shown, the day after it will be dropped onto the app and next week we will notify our rank-and-file members. So every video you have been shown you will have access to through the application by the time you leave here and you will be able to share those with your members and what not.

Now, I would like to call upon the Credentials Committee to give their final report.

Will the Credentials Committee Chairman Robert Boskovich and Secretary William Woodward please come and give their final report.

Chairman Boskovich.

COMMITTEE CHAIRMAN BOSKOVICH: Mr. Chairman, general officers and delegates, the Credentials Committee is prepared to submit a final report at this time.

780 delegates have been elected and appointed to represent their respective Local Unions at this Convention. The Committee has examined 780 credentials. Non-delegates may not vote because their Locals are not in good standing.

The Committee recommends that 780 delegates be seated.

COMMITTEE SECRETARY WOODWARD: I second, Mr. Chairman.

GENERAL PRESIDENT DEAN: A motion has been made and seconded to adopt the recommendation of the Committee.

Is there any discussion?
(No response.)

Seeing no one at the microphones, all in favor, signify by saying aye.
(Chorus of ayes.)

All those opposed?
(No response.)

Motion carried.

The list of the credentialed delegates will be entered into the record.

---

CREDENTIALED DELEGATE LIST

Local Union No. 1
CHICAGO, IL.
Matthew Austin
Robert Boskovich
James Crowley, Jr.
Kenneth Davis
James Gardiner
John Gardiner
Keith McCoy
Vicki O’Leary
Patrick Quigley
Dennis Quinn
Craig Satalic
Todd Villa

Local Union No. 3
PITTSBURGH, PA.
Steven Atwood
Gregory Bernarding
James Bristow
Gregory Christy
Richard Danko, Jr.
Wayne K. Everett
James Gallik
David Greer
Scott Malley
Thomas Melcher
Victor Murphy
Chadwick Rink
Mark Thomas

Local Union No. 5
WASHINGTON, D.C.
Aaron Bast
Christopher Bast
Christopher Bennett
Raymond Cleland
Mark Coles
Kendall Martin
John Rayner
Maurice Waldorf
Kenneth Waugh, Jr.

Local Union No. 6
BUFFALO, NY.
William Bohen
Thomas Halligan
Jerome Halligan, Jr.
Brian Hart
James Willis, III

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NOVEMBER 2016
Local Union No. 7
BOSTON, MA.

Steven Burk
Kevin Collins
Vincent Coyle, Jr.
Michael Hess
John Hurley
William Hurley
Paul Lynch
Kevin McKinnon
Daniel Morganelli
Reginald Munson
Shawn Nehiley
Stephen Williams

Local Union No. 8
MILWAUKEE, WI.

Brad Cyganek
Brent Grensavitch
Richard Hanson
Thomas Kelley, Jr.
Michael Martin
Anthony Mayrhofer
Brian McCambridge
Colin Millard
Timothy Roman
Dale Stefonich

Local Union No. 9
NIAGARA FALLS, NY.

Scott Brydges
Adam Dickey

Local Union No. 10
KANSAS CITY, MO.

David Coleman
Gerard J. Eckstein
Brian Garrett
Robert Ginnings, II
Craig Kampehner
Travis Pemberton
Steven Rank
Jimmy Riley
Daniel Roach

Local Union No. 11
NEWARK, N.J.

Thomas Cox
Scott Fadden
Thomas Gillen
Michael Leslie
Richard Malcolm
Michael McKernan, Sr.
Bret Torppey
John Wade
Raymond Woodall

Local Union No. 12
ALBANY, NY.

Charles Berenger
John Bissaillon
William Eggleston, III
Michael Peters, Sr.
Matthew Riordan
Garry Simmons

Local Union No. 14
SPOKANE, WA.

Matthew Chapman
Greg Gales
Ethan LeGrand
Miles McCarvel
John Morse
James Ryckman
Raymond T. Tanner

Local Union No. 15
HARTFORD, CT.

Jeffrey Boone
Bernard Evers, Jr.
Shaun McCauley
Joseph McGloin
Joseph Toner
Bret Wells

Local Union No. 16
BALTIMORE, MD.

William Beckman
Thomas Brune
John Cefalu
Dennis Driscoll
Andrew Kraft
James Sutton, Jr.
Raymond Vrablic, III

Local Union No. 17
CLEVELAND, OH.

Patrick Byrne
Richard Jordan
Bethany Lapp
Edward Muhlhans, Jr.
Daniel Munnings
Scott Munnings
Brian Poindexter
Baptiste T. Rambeau

Local Union No. 18
OMAHA, NE.

Michael Baker
Jerry Dasher
Jeff Dewitt, Jr.
Robert Grothe, II
Jason Willey
Scott Williams

Local Union No. 22
INDIANAPOLIS, IN.

Scott Boone
Jonathan Brian
Ralph Copley, Jr.
Richard Crum
Pascal Kateme
Rod Lucas
John Whitaker
Mark Widener

Local Union No. 24
DENVER, CO.

Mark Calkins
Andrew Chance
James Cordova
Wade Hollingsworth
Joseph Mulready, Jr.
Terrance Squibbs

Local Union No. 25
DETROIT, MI.

Edward Abbott
Dennis Aguirre, II
Michael Randick
Michael Relyin

Local Union No. 27
SALT LAKE CITY, UT.

Sam Clayson
Rick Johnson
Michael McDonald
Robert North
Dan Walker

Local Union No. 28
RICHMOND, VA.

Alan Broaddus
Walter R. Purcell
Eugene Snow, Sr.
Anthony Suttles
Walter Wise, Jr.

Local Union No. 29
PORTLAND, OR.

David Alddritt
Joseph Bowers
Robert Camarillo, Jr.
Eric Cole
Jason Fussell
Shane Nehls
Neal Ryan
Lee Worley
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<td>James L. Bowlen</td>
<td>Robert F. Fulton</td>
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<td>John O’Malley, Jr.</td>
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<td>Chris McCain</td>
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<td>Weldon McManus</td>
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<td>S. Laurence Baker</td>
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<td>Cecil Damery</td>
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<td>Brant Heinrich</td>
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<td>Lindsey Noort</td>
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<td>Doug Parton</td>
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<td>Leslie K. Wiggins</td>
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<td>Todd Strope</td>
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<td>Vincent DiDonato</td>
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<td>Brian Stanley</td>
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<td>Tracy Holland</td>
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<td>Harry T. Lawson</td>
<td>Robert Migliaccio</td>
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<td>Ronald Milner</td>
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<td>Karl Pineo</td>
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<td>Jason Rafer</td>
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<td>Robert Nebout</td>
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<td>Robert F. Fulton</td>
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<td>Ron Starkey</td>
<td>Edward Finkle</td>
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<td>John Hernandez</td>
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<td>Edward Finkle</td>
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<th>Local Union No. 509</th>
<th>LOS ANGELES, CA.</th>
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<tbody>
<tr>
<td>Manuel Valencia</td>
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<tr>
<th>Local Union No. 512</th>
<th>MINNEAPOLIS-ST. PAUL, MN.</th>
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<tr>
<td>Barry Davies</td>
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<td>Ted DeSantell</td>
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<td>Darrell Godbout</td>
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<td>Allan Groth</td>
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<td>Scott Johnson</td>
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<td>Marc Jurek</td>
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<td>Nathan O’Reilly</td>
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<td>Christopher Rootes</td>
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<td>Norman Voorhees</td>
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<td>Michael Walters</td>
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<th>Local Union No. 516</th>
<th>PORTLAND, OR.</th>
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<tr>
<td>Anthony Butkovich</td>
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<td>Lawrence Gerads</td>
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<td>Jacqueline James</td>
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Local Union No. 518  
ST. LOUIS, MO.  
Jerry Carter, Sr.

Local Union No. 521  
SCRANTON, PA.  
David Callis

Local Union No. 527  
PITTSBURGH, PA.  
Randy Daughtry  
Martin Marinack

Local Union No. 535  
MINNEAPOLIS-ST. PAUL, MN.  
John Baumann

Local Union No. 536  
WICHITA FALLS, TX.  
Matthew Kelley

Local Union No. 549  
WHEELING, WV.  
Patrick S. Currey  
Kenneth W. Dean  
Kelly Dierkes  
John Leonard  
John Rothacker  
Bengy Swanson

Local Union No. 550  
CANTON, OH.  
Gary A. Craft  
Theron Hodge  
John Litman  
Rick Moss  
William Sherer, II

Local Union No. 553  
OMAHA, NE.  
Tom VanValkenburg

Local Union No. 568  
CUMBERLAND, MD.  
Eric Graham  
Clifford Wendricks, IV

Local Union No. 577  
BURLINGTON, IA.  
Joshua Clark  
Stephen Dowell

Local Union No. 580  
NEW YORK, NY.  
James Coyne  
Kevin Crowley  
John Cumberland  
James Mahoney  
Kevin McKeon  
Thomas Milton  
Peter Myers  
Joseph Nolan, Jr.  
Brendan Tormey  
Clarence Washington  
Michael Wenzel

Local Union No. 584  
TULSA, OK.  
Carl D. Gann  
Michael Richards  
Brian Tannehill  
Terry Underwood, II  
Willie Wright

Local Union No. 590  
AURORA, IL.  
Jimmie King

Local Union No. 597  
JACKSONVILLE, FL.  
William Bradley  
David Cook

Local Union No. 612  
SYRACUSE, NY.  
Rodney McNitt

Local Union No. 623  
BATON ROUGE, LA.  
Herman Adams  
Blaine Brown  
Sarah Cilano  
Richard Francis  
Ashley Hebert  
Charles Nevels

Local Union No. 625  
HONOLULU, HI.  
Glenn Eugenio  
Marmion Kaopua  
Lincoln Naiwi  
Lincoln Naiwi, Jr.  
Joseph O’Donnell, Jr.  
Bronson Paris

Local Union No. 643  
VICTORIA, BC.  
Sean Hennon

Local Union No. 698  
MIAMI, FL.  
Angel Dominguez  
Edward Jones  
Michael Mixon

Local Union No. 700  
WINDSOR, ON.  
Joe Broadbelt  
Dave Carder  
John Collins  
Brian Hamlin  
Jason Roe  
Robert Schaafisma  
Dean Smith

Local Union No. 704  
CHATTANOOGA, TN.  
Melvin Brewer  
Phillip Burney  
Sean-Paul Kimball  
James Lockhart  
Daniel Potter  
Ryan Scott

Local Union No. 709  
SAVANNAH, GA.  
Randall Anderson  
Donna Bridges  
Kevin Childs  
Shannon Kissiah  
William McMillan  
Derrick Sample

Local Union No. 711  
MONTREAL, PQ.  
Mario Auger  
Patrick Berube  
David Blanchet  
Sylvain Boivin  
Jimmy Buisson  
Steve Chambers  
Marc Cousseau  
Pier-Olivier Dore-Giguere  
Jacques Dubois  
Evan Picotte
Local Union No. 712
VANCOUVER, BC.

Eric Bohne
William Branchfield
Catalin Fota
Ron Hume
Thomas O’Donnell

Local Union No. 720
EDMONTON, AB.

Christianne Hall
Colin Kerik
Darrell LaBoucan
Peter London
Jeffrey Norris
George Papineau
Scott Papineau
Brad Precece
Leonard Raboud
Gary Savard
Keith Stevenson

Local Union No. 721
TORONTO, ON.

Marc Arsenault
Luiz Barros
Kevin Bryenton
Ronald Dee
Michael Dix
Doug Ellis
Clinton Knowlton
Fred MacPherson
Darren Mahoney
Aaron Murphy
Greg O’Connor
Wayne St. John

Local Union No. 725
CALGARY, AB.

Robert Calver
Jason Lane
Joseph LeBlanc
Glen LeClaire
Kyle London
Jason Smart

Local Union No. 726
FT. WAYNE, IN.

William Miller

Local Union No. 728
WINNIPEG, MB.

Barry Chetyrbok
Robert Duarte
Robert Kozubski
Christopher Tesarski

Local Union No. 732
POCATELLO, ID.

Alan Archibald
Seth Bergan
Lonnie West
Travis Woolsey

Local Union No. 736
HAMILTON, ON.

Christopher Chorley
James Hannah
Gordon Hartley
Patrick Jamieson
Kenneth Joudrey
Mark McLean
Steven Pratt
James Rodney
Daniel Smees

Local Union No. 742
HONOLULU, HI.

Anthony Kinney

Local Union No. 745
PORTSMOUTH, NH.

Llewellyn Millette

Local Union No. 751
ANCHORAGE, AK.

Paul Carr
Robert Rodeheaver
Craig Soto

Local Union No. 752
HALIFAX, NS.

Neil Horne
Corey Langille
George MacDougall
Larry Tate
John Wilson

Local Union No. 759
THUNDER BAY, ON.

John Garry
Adam MacGillivray
Wayne Thibault

Local Union No. 764
ST. JOHN’S, NL.

William Costigan
Donald Dalton
Robert Gushue
Lawrence Hawco
Dion Humphrey
Gerard Lane, Jr.
Frederick Woodford
Thomas Woodford

Local Union No. 765
OTTAWA, ON.

Garry Dano
Nigel Hare
Donald Melvin
Marc Provost
Gaetan Sigouin

Local Union No. 769
ASHLAND, KY.

Michael Blakeman
Kevin Libby
Kevin Meredith
Russell Montgomery
Mac Trace

Local Union No. 771
REGINA, SK.

Colin Daniels
Jeff Hay
Allan MacDonald
Bert Royer
Steve Seager
Ryan Tappin
Wayne Worrall, Jr.

Local Union No. 782
PADUCAH, KY.

Jason S. Culbreth
Jason Hill
Philip Orr
Stuart Rendleman

Local Union No. 786
SUDBURY, ON.

Cory Burke
Marc Cardinal
Armand Charbonneau, Jr.
Andre Gallant
Jamie Morris

Local Union No. 787
PARKERSBURG, WV.

Andrew Cooper
Jon Hutchinson
Matthew Stoneking
Bradley Winans

Local Union No. 790
SAN FRANCISCO, CA.

Michael Kilby
Erik Schmidli
Local Union No. 798
MOBILE, AL.
Olan Albritton
Kenneth Malone
Timothy Miller

Local Union No. 805
CALGARY, AB.
Louis Kopfensteiner
Bill Mercer

Local Union No. 807
WINSLOW, ME.
Philip Sinclair

Local Union No. 808
ORLANDO, FL.
Ricardo Cantu
Guy Crandall
Henry W. Kendrick
Robert Knost
Daniel S. Parker
Charles Powell
Samuel Songer

Local Union No. 809
SAINT JOHN, NB.
Robert Morin

Local Union No. 811
WAUSAU, WI.
Gary Collins
Joshua Dallman

Local Union No. 812
ASHVILLE, NC.
Tommy Moore

Local Union No. 824
GOVERNEUR, NY.
Richard Sawyer, Jr.

Local Union No. 831
WAYNE, MI.
Victoria Holbert

Local Union No. 834
TORONTO, ON.
Charlie Giglia

Local Union No. 838
REGINA, SK.
Dan Wallace

Local Union No. 842
SAINT JOHN, NB.
Egbert Basque
Guy Leblanc
Everett Robichaud
Christopher Savoie
Armand Sonier

Local Union No. 846
AIKEN, SC.
Jose Mendoza
Local Union No. 847
PHOENIX, AZ.
John Ferrara
Local Union No. 848
CHARLESTON, SC.
Cleveland Cooper
Paris Logan

**GENERAL PRESIDENT DEAN:** I want to thank Bob and Bill and all the members of their Credentials Committee for all their hard work. You are now dismissed with our gratitude.

Thank you.

(Applause.)

Now, we’d like to call on the Rules Committee to present their recommendations for the rules to be adopted for this Convention.

Will Chairman Steve Pendergrass and Secretary Eric Bohne, please come to the podium.

**COMMITTEE CHAIRMAN PENDERGRASS:** First of all, I’m happy I didn’t have to do this on an empty stomach, so thank you for letting me do it after lunch, President Dean.

General President Dean, General Secretary Piksa, General Treasurer Evers, General Vice Presidents, delegates and honored guests, the Rules Committee commenced their meeting on Thursday, August 18th, 2016. All committee members were present.

I would like to thank the secretary of the Rules Committee, Eric Bohne, International Staff and the delegates that served on the Committee.

Eric.

**COMMITTEE SECRETARY BOHNE:** Thanks, Steve.

The Committee was comprised of 25 delegates with an amazing 778 combined years of membership from all parts of the United States and Canada.

After full review, the Committee would propose the following 25 standing rules to govern this 2016 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

**Rule 1. Agenda.** The Convention shall be called to order at 9:00 a.m., recess from 12:00 noon until 1:30 p.m. and adjourn at 4:30 p.m.

The General President may make such changes to the order of business as he deems necessary to expedite Convention proceedings or to accommodate guest speakers.

**Rule 2. Badges.** For admission to the assembly hall, to facilitate identification and seating, members, alternates and others shall be required to wear the badge issued by the Credentials Committee upon registration.

**Rule 3. Attendance.** No delegate shall be marked present arriving in the convention hall after 10:00 a.m. of the morning session or 2:30 p.m. of the afternoon session.

**Rule 4. Credentials.** The Credentials Committee shall make a supplementary report after the opening exercises.

And, **Rule 5. Announcements.** Notices for all announcements to the Convention shall be in writing signed by the person (or a proper representative) under whose authority the announcement is issued, and shall be sent to the General Secretary.

**Over to you, Steve.**

**COMMITTEE CHAIRMAN PENDERGRASS:** Thank you.

**Rule No. 6. Appeals.** All appeals or grievances made to this Convention from decisions or actions of the General Executive Council and received by the International Association prior to the opening of the Convention be referred to the Grievance Committee. All such appeals must be in accordance with the Constitution, and be in writing and adequately set forth the facts along with the basis of the appeal as viewed by the member or the Local Union making the appeal.

**Rule No. 7. Recognition.** Before a delegate can make a motion or address the Convention, the delegate must rise to a microphone and address the presiding officer by the title, such as “General President” stating that, “I am” the name of the “delegate from,” and provide the number, the city and the state/province of the Local Union the delegate represents. Upon recognition, the presiding officer will announce the delegate’s name for authorization to speak.

**Rule No. 8. Limitation.** Each recognized speaker will limit his or her remarks to the merits of the question before the Convention and avoid personalities.

**Rule No. 9. Time.** No delegate shall speak in debate for more than twice on the same question on the same day, or longer than three minutes each time, without permission of the Assembly granted by two-thirds vote without debate.
Rule 10. Same Local. No two delegates from the same Local shall speak on the same question in succession of a delegate while another Local—succession if a delegate from another Local wishes to speak on the question.

Rule 11. Motion to Amend. A motion to amend, which involves a subject matter unrelated to the question before the Convention, will not be allowed.

Rule 12. Total Time. The debate of any main motion and pending secondary motions, including amendments, shall not exceed a total of forty minutes without the permission of the Assembly granted by a two-thirds vote without debate.


Rule 14. Conclusion of Debate. At the conclusion of debate, whereupon a successful motion to vote on the main question, the General President, or his designee, shall then ask all in favor of the question to say, “aye” and those opposed to say, “no.”

Eric.

Committee Secretary Bohne: Rule 15. Motion to reconsider. A motion to reconsider a vote must be made by a delegate voting with the prevailing side and a motion to reconsider must be made before the adjournment of the daily proceedings.

Rule 16. Committees. All Committees and Committee members shall be appointed by the General President, they shall serve at his pleasure. Each Committee shall take up any and all matters referred to the Committee by the General President.

Rule 17. Resolutions. The appropriate Committee will consider all of the resolutions pertaining to the Constitution in accordance with Article V, Section 3 of the current Constitution.

Rule 18. Referrals to Committees. When a motion is made to refer a particular matter to the Committee, the General President shall determine to which Committee the matter will be referred.

Rule 19. Recommendations. The Committee to which a Resolution or proposal has been referred shall give its recommendation as to the appropriate action to the Convention.

Rule 20. Committee Reports. Each Committee shall submit a report to the General President on each matter referred to the Committee, and thereafter each report will be read to the Convention by a member of the Committee or another person designated by the General President.

Rule 21. Authority. Convention Committees shall prepare suitable Resolutions to carry into effect recommendations referred to it, and shall submit to the Convention, with the Committees’ own recommendations as to the appropriate action, these and all other Resolutions referred to the Committee.

The General President shall have authority to refer any Resolution reported to the Convention back to the Committee for further review and hearings.

Rule 22. Blocks. Convention Committees may report on multiple Resolutions, on the same matter, in one motion to be considered and voted upon as a block. The Convention by majority vote may remove any Resolution from a block for separate consideration and a vote.

Over to you, Steve.

Committee Chairman Pendergrass: Rule 23. Special order. The speeches in support of the nominees and election of officers shall be a special order of business for the second day of the Convention beginning at approximately 9:30.

The affidavits of the candidates which were filed with the General Secretary’s office by June 1st of the convention year shall be forwarded to the Rules Committee for review and action.

The filing of said affidavit, in proper form, shall constitute the nomination for office of a candidate.

The candidate’s nominating delegate, and seconding delegate must make his or her intentions known to the secretary of the Rules Committee no later than the afternoon recess on Monday.

Rule 24. Speeches. Speeches in support of the nominee shall be made from the floor and be limited to one nominating speech of five minutes and one seconding speech of three minutes.

Seconding speeches for all uncontested nominees, except uncontested nominees for the office of General President, General Secretary, and General Treasurer shall be offered in written form into the record for the General Secretary.

Rule No. 25. Uncontested elections. At the conclusion of all speeches in support of nominees, upon a motion made and approved, the General Secretary shall be directed to cast a single ballot for all uncontested candidates.

General President Dean, the Rules Committee unanimously recommends these rules and I so move.

Committee Secretary Bohne: General President Dean, I second the motion.

General President Dean: It has been moved and seconded to adopt the recommendation of the Rules Committee.

Is there any discussion?

(No response.)

Hearing none, all in favor of the motion, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes carry.

Thank you Steve and Eric and all the Committee members for all your terrific work.

The Rules Committee is now dismissed with our appreciation. Thank you.

(Applause.)

The past five years has been a time of progress, but also a time of loss, a number of the International Union officers have passed away since our last Convention and we mourn their loss.

As we honor their service to our Union and members, their legacy proudly endures.

(Presentation of names.)

Brothers and Sisters, this is the hardest part of any Convention. More than anything, we want every member to return home safely after each day’s work.

We believe with every fiber of our being that workplace health and safety is a right to which every Iron Worker is more than entitled.

Many of our members are veterans who are willing to risk their lives for their country, but no one, and I repeat no one, should risk their lives for their jobs on the craft.

As we work tenaciously towards our goal of zero fatalities and zero incidents, we pause at this moment to acknowledge our brothers and sisters who paid the ultimate price on the job. We deeply mourn their loss, and we extend our prayers and sympathies to their loved ones.

We pay tribute to their service and sacrifice and we commit ourselves to re-double our efforts so that no Iron Worker in the future suffers the same fate.

After the names of our fellow Iron Workers who were killed on the job over the past five years have scrolled on the screen behind me, a bell ringing ceremony will be held commemorating each precious, irreplaceable life. The bell ringing ceremony will be held commemorating each precious, irreplaceable life. The bell was presented by the members of the Iron Workers Local 643, Victoria, British Columbia and its ringing serves to let their families know that they will always be remembered.

I am going to ask Local 643’s Business Manager, Sean Hennon to ring it.

Please roll the video.

(Video presented.)
I want to thank Sean for the donation and their members for that bell. It’s very moving and it brings so many of us to tears.

I don’t know anyone who could witness that and not feel a burning passion to enforce the safety measures that would ensure our members’ deaths not be in vain. Again, thank you. And we extend our deepest condolences to the families, loved ones and friends of the Iron Workers that we have lost.

Thank you, Sean. Take your seats, gentlemen and ladies.

We will now have a partial report from the Constitution Committee, the chairman is second General Vice President Marvin Ragsdale and the secretary is Third General Vice President Darrell LaBoucan. Marvin and Darrell, please come to the podium.

COMMITTEE CHAIRMAN RAGSDALE: Good afternoon. Your Constitution Committee reviewed General Secretary’s Recommendation No. 1, which amends Article VIII, Salaries, Section 7 found on page 7 of the International Constitution, which was amended by General Executive Council action to allow salary increases to be used for pension contributions when deemed necessary.

The Committee also noted this recommendation changes the name of the pension plan from “Staff Retirement Plan” to “International Association Pension Plan” due to the merger of the staff retirement plan and the Local Union and District Council pension plans.

After discussion of the matter, the Committee recommends concurrence with General Secretary’s Recommendation No. 1 to amend Article VIII, Section 7 of the International Constitution to read as follows:

Section 7. All or part of the scheduled salary increases may, on the action of the trustees of the International Association Pension Plan and concurrence by Resolution of the General Executive Council, be reflected as increased contributions to the International Association Pension Plan rather than as a salary increase.

I move for adoption of the Committee’s recommendation.

COMMITTEE SECRETARY LABOUCAN: I second the motion.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded.

Is there any discussion?

(No response.)

Hearing none, all in favor of the motion, signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

COMMITTEE CHAIRMAN RAGSDALE: Next up, the Committee reviewed General Treasurer’s Recommendation No. 3, which amends Article VIII, Salaries, Sections 1 through 6 found on pages 28 through 30 of the International Constitution by inserting the current salary rates, as well as changing the method of calculating future salary increases from data provided by the Construction Labor Research Council and the United States Department of Labor to the average increase received by Local Unions reported on their annual audit reports.

The Committee noted that the change and the method of calculating increases based on Local Union audit reports will mean that the general officers and staff will receive the same average increase as all Iron Workers.

After discussion of the matter, the Committee recommends concurrence with General Treasurer’s Recommendation No. 3 which amends Article VIII, Salaries, Sections 1 through 6 of the International Constitution to read as follows:

Section 1. The General President shall receive a salary of $369,648.00 per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a. The current fiscal year will be compared with the previous fiscal year to calculate the average increase.

The General President shall receive the sum of $570.50 per day. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The general President shall receive all necessary expenses and $100.00 per day for daily expenses.

Section 2. The General Secretary shall receive a salary of $293,714.00 per year. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The current fiscal year will be compared with the previous fiscal year to calculate the average increase. The General Secretary shall receive the sum of $570.50 per day. Effective January 1, 2017, and each January 1st thereafter, the General Secretary shall receive a salary of $258,985.50 per year. Effective January 1, 2017, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The current fiscal year will be compared with the previous fiscal year to calculate the average increase. They shall receive transportation, reasonable lodging, and $100.00 per day for daily expenses.

Section 3. The General Treasurer shall each receive a salary of $197,681.50 per year. Effective January 1, 2017, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The current fiscal year will be compared with the previous fiscal year to calculate the average increase. They shall receive transportation, reasonable lodging, and $100.00 per day for daily expenses.

Section 4. The General Vice Presidents shall each receive a salary of $197,681.50 per year. Effective January 1, 2017, and each January 1st thereafter, the General Vice Presidents shall receive an increase in salary based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The current fiscal year will be compared with the previous fiscal year to calculate the average increase. They shall receive transportation, reasonable lodging, and $100.00 per day for daily expenses.

Section 5. The General Organizers shall each receive a salary of $570.50 per day. Effective January 1, 2017, and each January 1st thereafter, the increase in salary shall be based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The current fiscal year will be compared with the previous fiscal year to calculate the average increase. They shall receive transportation, reasonable lodging, and $100.00 per day for daily expenses.

Section 6. Any member who is obliged to cease regular employment in order to perform duties for the International Association shall receive the sum of $570.50 per day. Effective January 1, 2017, and each January 1st thereafter, said member shall receive an increase in salary based on the calculated average increase from Local Union audit reports submitted annually pursuant to Article XXI, Section 23a.

The current fiscal year will be compared with the previous fiscal year to calculate the average increase. Said member shall receive transportation, reasonable lodging, and $100.00 per day for daily expenses. Reimbursement for transportation and reasonable lodging shall be made only upon submission and approval of appropriate vouchers.

I move for adoption of the Committee’s recommendation.

COMMITTEE SECRETARY LABOUCAN: I second the motion.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded.

Is there any discussion?

(No response.)

Hearing none, all in favor of the motion, signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

Hearing none, the ayes carry.

COMMITTEE SECRETARY LABOUCAN: It’s a privilege to be here with you. It’s my pleasure.
to present the following on behalf of the Constitution Committee.

The Committee reviewed the General Secretary’s Recommendation No. 3, which amends Article XXVIII, Death Benefit, found on pages 51 and 52 of the International Constitution which was amended by action of the General Executive Council by removing the requirement that a member be a member for a minimum of 12 months in order to be eligible to receive the death benefit.

The Committee noted that General President Dean and the General Executive Council took this action since all members, regardless of their gender, should be entitled to the death benefit.

The Committee recommends concurrence with the General Secretary’s Recommendation 3 to amend Article XXVIII, Section 1a and 2a, 2b to read as follows:

Section 1a. The International Association will pay a death benefit as hereafter specified in the case of every deceased member who had been in continuous membership prior to death and was in good standing at the time of death.

A member to be considered in good standing must have dues and assessment paid through the month preceding death.

Section 2a. The amount of death benefit payable in the event of death for natural causes shall be determined by the duration of the member’s continuous membership (as provided in Section 1a) and according to the following scale: Less than 2 years, $500; 2 years and less than 3 years, $800; 3 years and less than 4 years, $1,150; 4 years and less than 6 years, $1,400; 6 years and less than 25 years, $1,750; 25 years and more, $2,000; Lifetime Members, $2,200.

Section 2b. The amount of death benefit payable in the event of accidental death shall be determined by the duration of the member’s continuous membership and shall cover on-the-job accidents only in accordance with the applicable state compensation laws, and shall be according to the following scale: Less than 2 years, $2,000; 2 years and less than 3 years, $3,200; 3 years and less than 4 years, $4,600; 4 years and less than 6 years, $5,600; 6 years and less than 25 years, $7,000; 25 years and more, $8,000.

I move for adoption of the Committee’s recommendation.

COMMITTEE CHAIRMAN RAGSDALE: Mr. Chairman, I second the motion.

GENERAL PRESIDENT DEAN: The motion has been made and seconded. Is there any discussion?

Is there a delegate at Mic 5?

The chair recognizes the delegate at Mic 5.

DELEGATE BASQUE: Egbert Basque, Membership # 858069, Saint John, New Brunswick, Canada.

Would it be possible since we got the iPad — we are having problems following you guys. We would like to be able to follow it, to read it. Is it possible? Or you could tell us either if it’s under “General President”, “General Treasurer” or under “General Secretary.” I was looking for that one and I couldn’t see it. Is it possible —

GENERAL PRESIDENT DEAN: It should be on the Committee reports. If you give me a second to look, Egbert, I will give you the direction.

I will ask all Committees and Chairmen to reference the app so that they give the delegation the direction where to look as they are giving their report.

It should be on your Constitution Committee. Do you have that button on your app?

When you start your report, they will tell you what section or which Committee recommendation it is.

All the resolutions are listed in your app and all the recommendations are listed—the general officers recommendations are listed. When you do that if you point to that one, you will follow where the original submission is.

Okay. I will make sure I get it, Egbert. Anyone else on the question?

(No response.)

Anyone else having a problem finding that information on your app. Let me hear it if you are.

(Chorus of ayes.)

GENERAL PRESIDENT DEAN: Okay. I will work on every report where we do that.

All those in favor, signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

Ayes carry it.

COMMITTEE SECRETARY LABOUCAN: The Constitution Committee reviewed General Treasurer’s Recommendation No. 11 which proposes amending Article XXI, Constitution Governing All Local Unions, Section 23a found on page 73 of the International Constitution, which increases the amount of time allowed before the Local Union audit report is due from 90 days to 120 days, so that Article XXI, Section 23a will read as follows:

Section 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank statements covering all funds of the audit, to International headquarters not later than one hundred and twenty (120) days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

The Committee recommends concurrence with the General Treasurer’s Recommendation No. 4, and I move for adoption of the Committee’s recommendation.

COMMITTEE CHAIRMAN RAGSDALE: Mr. Chairman, I second the motion.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded.

Is there anything on the discussion?

(No response.)

Hearing none, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it.

COMMITTEE SECRETARY LABOUCAN: The Constitution Committee reviewed General Treasurer’s Recommendation No. 11 which proposes amending Article XXI, Constitution Governing All Local Unions, Section 23a found on page 73 of the International Constitution, which increases the amount of time allowed before the Local Union audit report is due from 90 days to 120 days, so that Article XXI, Section 23a will read as follows:

Section 23a. Local Unions shall select a certified public accountant for the purpose of making a complete and detailed examination and audit of all books, property and funds annually for the period ending June 30 of each year, sending a certified copy under affidavit of auditors signing same, accompanied by bank statements covering all funds of the audit, to International headquarters not later than one hundred and twenty (120) days from the end of said period, or the members thereof will lose their right to all benefits and the Local Union subject itself to forfeiture of charter.

The Committee recommends concurrence with the General Treasurer’s Recommendation No. 4, and I move for adoption of the Committee’s recommendation.

COMMITTEE CHAIRMAN RAGSDALE: Mr. Chairman, I second the motion.
**GENERAL PRESIDENT DEAN:** The motion has been moved and seconded. Is there any discussion?

(No response.)

Hearing none, all in favor signify by saying aye.

(Chorus ayes.)

Any opposed?

(No response.)

The ayes carry. It has been moved and seconded to adopt the partial report of the Constitution Committee. Is there any discussion?

(No response.)

Actually that’s a stutter on the teleprompter. Sorry about that.

Hey, listen let’s go to this app thing again. When the Committee gives its report, if they say it’s a resolution, everyone of you has a resolutions button. If they say it’s Resolution No. 4, hit the resolutions tab on your home screen from the menu, go to Resolution No. 4.

If they say it’s a General President’s recommendation, right below the resolutions on the information tab it will say General Officer’s Recommendations. If it was a General President’s recommendation, hit that button. If they say it’s General President’s Recommendation No. 4, you hit that. If it’s General Secretary’s Recommendation No. 4, you hit that and that will bring you to the relevant section. And I apologize for lack of describing that before we got started.

So good point Egbert. Thank you.

Does that conclude your report? Thank you, that concludes the partial report of the Constitution Committee.

Now we would turn to the Resolutions Committee for a partial report. The Committee is chaired by Fourth General Vice President Bill Dean and Sixth General Vice President Kevin Bryenton is the secretary. Kevin and Bill, please come to the podium.

**COMMITTEE CHAIRMAN DEAN:** We are going to start with a partial report of the Resolutions Committee. The first one will be Resolution No. 1. On Wednesday, August the 17th the Resolution Committee considered Resolution No. 1 entitled Holidays submitted by Local Union No. 433, Los Angeles, California, which can be found on the resolution tab on the app and reads as follows:

WHEREAS: Veterans Day, in the United States, and Remembrance Day in Canada, are not universally recognized as holidays within all jurisdictions of our great Union, and

WHEREAS: Our members recognize the great debt we owe to our veterans, and

WHEREAS: This International demonstrates its support of our veterans by supporting the Helmets to Hardhats program, and

WHEREAS: Our profound appreciation and support of our veterans is not well demonstrated in areas where the veteran holidays are not observed, and

WHEREAS: This International Union values our homelands and should, without equivocation, bestow the highest honors upon those that defend our great nations, and

WHEREAS: Honoring our veterans should be a stricture of International pride and not an option of Local convenience, so

BE IT THEREFORE RESOLVED: That the observation of Veterans Day and Remembrance Day be declared and made equal to the observation of Labor Day as stated in this Union’s International Constitution. The universal recognition of Labor Day as a holiday to be implemented, where necessary or required, within all CBA documents, executed successive to this date.

Although the Committee agrees with the importance of honoring our service members in both the United States and Canada, due to disparity in the collective bargaining agreement, it is unilaterally impossible to require Local Unions to include additional holidays as it may cause sacrificing financial gains.

After a lengthy discussion on the matter, the Committee recommended nonconcurrence with the resolution. I move for the adoption of the Committee’s recommendation.

**COMMITTEE SECRETARY BRYENTON:** Thanks, Mr. Chairman. I second the motion.

**GENERAL PRESIDENT DEAN:** The motion has been moved and seconded. Is there any discussion?

(No response.)

Hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

**COMMITTEE CHAIRMAN DEAN:** This one here is Resolution No. 4. On Wednesday August the 17th, we considered Resolution No. 4 entitled, Convention Delegates, submitted by Local Union No. 527, Pittsburgh, Pennsylvania, which can be found in the Resolution app—on the Resolution tab on the app.

The Committee noted this resolution proposed automatic delegates to the International Convention by virtue of office. The Resolution proposes that three positions be eligible as an automatic delegate, Business Manager, Financial Secretary-Treasurer and President. A lengthy discussion was held by the Committee and the Committee recommends the

Both of these items were regarding Local Union funds being used for donations. The Committee decided to combine these two items and propose the following substitute language which reads as follows:

WHEREAS: the Resolution Committee combined General Treasurer’s Recommendation No. 17 and Resolution No. 13 to be part of this substitute resolution.

THEREFORE BE IT RESOLVED: Article XXVI shall be amended by adding a new section to be known as Section 23, to read as follows:

Section 23. The funds of this Local Union shall not be contributed or donated, except for the purpose of maintaining and helping others maintain union principles, wages and/or hours as sponsored by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Contributions or donations must be proposed at a regular meeting and be sustained by a majority vote, stating purpose, amount, et cetera, and if such amount is over Five Thousand Dollars ($5,000.00) such amount shall again be voted upon at the following regular meeting as unfinished business; a vote of two-thirds (2/3) of the members present is necessary to carry, unless a greater percentage is required by the Local Union By-Laws.

Mr. Chairman, I move for adoption of the Committee’s substitute language as quoted.

**COMMITTEE CHAIRMAN DEAN:** I second the recommendation.

**GENERAL PRESIDENT DEAN:** The motion has been moved and seconded. Is there any discussion?

(No response.)

Hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.
following concurrence with the intent of the resolution. However, recommends the following substitute language which allows for two automatic delegate positions, namely the Business Manager/Financial Secretary-Treasurer and the President.

BE IT RESOLVED: That the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers be amended in the following respect:

1. Article VI, Section 4, shall be amended to include the following addition in bold print:

Section 4. The nomination and election of delegates and alternates to the International Convention shall be held at a regular meeting or election between the first day of March and the first day of June of the year the Convention is being held. Any deviation must be approved by the General Executive Board. Delegates to the International Convention may be elected by popular vote at large, by slot system, or by a combination of both. By virtue of their office, the Business Manager/Financial Secretary-Treasurer and the President of the Local Union shall be entitled to be automatic delegates to any International Convention.

2. The general information area of the Convention, in the section titled, Nomination and Election of Delegates to the International Convention, Paragraph B, shall be amended to include, the following addition, in bold print:

B. Delegates to the International Convention may be elected by popular vote at large, by a slot system or by a combination of both. By virtue of their office the Business Manager/Financial Secretary-Treasurer and the President of the Local Union shall be entitled to be automatic delegates to any International Convention.

I move for the adoption of the Committee’s recommendation to concur with the proposed substitute resolution.

COMMITTEE SECRETARY BRYENTON: Thanks, Mr. Chairman. I second that.

GENERAL PRESIDENT DEAN: It has been moved and seconded to adopt the partial report of the Resolutions Committee and seeing—chair recognizes delegate at Mic 1.

DELEGATE PENDERGRASS: Yeah. General President Dean, my name is Steve Pendergrass, I’m a delegate from Local 86, Seattle, Washington, Membership No. 1063941. I speak in opposition of this resolution.

I think the slot system covers it. I think it’s unfair to the smaller Locals that only have one or two delegates that the Business Manager and President are automatic delegates. And I would ask that the Committee reconvene for further review.

GENERAL PRESIDENT DEAN: Thank you, Brother. Chair recognizes delegate at Mic 2.

DELEGATE GARDINER: My name is James Gardiner, Book No. 1114711, delegate from Local 1, Chicago. I oppose the resolution as it is written. It’s unclear which will be the automatic delegates. Some unions have a Business Manager, Financial Secretary and a President.

And it will create confusion at election time and it could result in more election protests. I request that the General President refer this resolution back to Committee.

GENERAL PRESIDENT DEAN: The chair will entertain a motion to invoke Rule 21, which empowers me to send the Committee back for further consideration and clarification of the language.

(Motion from the floor.)

(Sounds from the floor.)

Motion is made and seconded. Reading article—Rule 21, I’m going to empower the Resolutions Committee to meet immediately after session today to further review this language and come back with some substitute wording.

(Applause.)

The Resolutions Committee will go back to the Resolutions Committee Room Jamaica B. That concludes the Resolutions Committee. Thank you, Brothers and Sisters.

Now, I’d like to call on General Secretary Ron Piksa for some announcements.

GENERAL SECRETARY PIKSA: Thank you, President Dean. I have the following important announcements. Please bear with me, because we have a lot going on right now, as you all know.

More District Council photos will be taken this afternoon and tomorrow morning. All District Council photos will be taken in the Mirage Events Center A, which is also the exhibit hall. This afternoon’s schedule is as follows:

We’ll have the Northern Ohio, Western Pennsylvania, Northern West Virginia at 4:15 p.m.

Philadelphia and Vicinity at 4:30 p.m.

Tomorrow morning, Tuesday, August 23rd, the following District Councils will have their photos taken:

Pacific Northwest at 7:00 a.m.

New England States at 7:15.

Southern Ohio and Vicinity, 7:30 a.m.

Tomorrow, the ladies luncheon will be held in the Grand Ballroom from 11:00 a.m. to 2:00 p.m. with a special guest and entertainment. This is where we had the California Night last night, same ballroom. Because children are not allowed at the lunch, or the luncheon, Camp Iron Workers will be held in Bermuda A and B for children and teens, ages 3 to 17 from 10:30 a.m. until 2:30 p.m. There will be food, beverages and activities for the children.

To be sure—and all of you should visit the historical display and exhibits located in the Mirage Events Center A right behind us if you get an opportunity. You’ll be impressed with all of the Iron Worker memorabilia and a lot of interesting displays. And it is one of the rare opportunities that a lot of you will get to see all of the great items that we’ve preserved.

The IPAL booth is located in Mirage Events Center A and your contributions will be graciously accepted.

Seriously, stop by and browse all of it. I think that it’s very important that you take this information, along with everything else that you’ve seen here, back to your members.

Be sure to use your tickets any time this week on the day of your choice to visit Siegfried and Roy’s Secret Garden and Dolphin Habitat. Children three and under do not require tickets. The hours of operation are 10:00 a.m. to 7:00 p.m. with the last admission at 6:00 p.m. If you have not received your tickets you can obtain them at the information booth located at Registration Desk 3. Basically right out the door.

Raffles will be held at the end of each day. We have a drawing for the Canadian and U.S. flags in a shadow box and a statue raffle, a gun raffle, a fishing raffle and a cooler raffle.

And the convention will resume tomorrow morning at 8:00 a.m. sharp.

We are now going to conduct a drawing for the special United States and Canadian flags. (Ticket drawn.)

The drawing has been done, we have a winner for the U.S. flag and that’s Local 5, Aaron Bast.

(Applause.)

Why don’t you come up after your name is called to receive the flag. You’ll receive them up here on the dais.

Okay. And also from Local 771, Bert Royer. He gets a Canadian flag. Bert, why don’t you come on up.

(Applause.)

Okay. For the Blast or Cast, which is a shotgun or a fishing pole. I understand it’s a fishing pole, we have Dustin Robinson. Is Dustin here?

(Applause.)

That ends the drawings for this afternoon and I’m going to turn the microphone back over to General President Dean.

GENERAL PRESIDENT DEAN: All of the winners this week, you are not restricted to one or
the other, you can either win the rifle, the shotgun, the fishing package or the mini set of the statue of the men on the beam. All four can be the same prize, but you can pick from any one of those. And so congratulations to Dustin.

You really had me scratching for a little bit there, Egbert. I was afraid that we didn’t include everything, but I did look at the resolutions and not only are the resolutions on the resolutions tab, but so, too, are the substitute resolutions for your reference. It will require you to bounce around on the iPad, but I’ll make sure that every report does that and I appreciate you bringing that up.

Okay. Thank you Ron for the announcements. I hope everyone had the opportunity to see the Iron Workers motorcycle on display at the exhibit hall. What we’re going to do is given the declining revenue of the John H. Lyons Scholarship Fund, the General Executive Council has decided that we are going to hold a raffle for the motorcycle and the proceeds will be donated to the John H. Lyons Scholarship Fund.

After you get home, we’ll let you know the terms of the raffle and it’s our intention to pull the names of the winner at the Iron Workers IMPACT Labor Management Conference in San Diego next March. Good luck and good riding to whoever wins.

I hereby declare this Convention in recess until 8:00 a.m., 8:00 a.m. tomorrow. Thank you, Brothers and Sisters.

(Whereupon, the Convention recessed to reconvene at 8:00 a.m. on August 23, 2016.)

SECOND DAY
Tuesday, August 23, 2016
MORNING SESSION

(Whereupon, the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers convened at 8:00 a.m. on Tuesday, August 23, 2016, in Las Vegas, Nevada.)

(Video played.)

GENERAL PRESIDENT DEAN: Good morning, Brothers and Sisters.

(“Good morning” from the floor.)

I hereby call this session of the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to order. For our invocation this morning we are delighted to be joined by Reverend Jeanne Forte, priest-in-charge of St. Paul’s Episcopal Church in Benicia, California.

Reverend Forte was born and raised in Victoria, British Columbia. She traveled the world for many years, living in Europe, Southeast Asia, while raising two sons before settling in California. She has been a professional musician, teacher and librarian.

With a lifelong dedication to social justice, Reverend Forte’s ministry supports a variety of community-oriented organizing initiatives. She works closely with a local faith-based community consortium to establish fair transportation practices for children and to promote healthy communication practices for non-English speaking parents of high school age children. It’s an honor to have her with us. Please rise for Reverend Forte.

REVEREND FORTE: Thank you. Yesterday Father Kiley — Father Kiley spoke eloquently to you all in his invocation asking a blessing on this Convention. He is a mighty warrior in God’s domain, proclaiming to one and all the importance of labor unions and their connection to our faith systems in the area of social justice.

This morning, I add my voice and am awed to follow this giant of a man echoing his words but adding a few of my own.

It’s been a privilege speaking with many of you in the past day or so. My strong sense of the generations second, third, and fourth, of members raised up in this union family of Iron Workers.

My inheritance is one of the great stories told by my paternal grandfather up in my home and native land, Canada, where at his knee I learned of Grandpa’s joining the struggle for rights supporting the Regina riots of 1935 and my own son is now a fourth generation labor union member.

It is a good and necessary thing to see that as we move further into the 21st century in this global family, that all voices are heard. The elder voices of wisdom and tradition. And the voices of the next and then the next generations with their vigor and renewed ideas. The voices of those who come to our shores seeking meaningful work and healthcare and education and economic security. And the voices of those who speak out for the natural world and our stewardship of it. And the voices of both men and women.

In this political season, it is one of all voices to be heard at the table. May the continued health and strength of this family and indeed of our global family be blessed by the work done here today by all of you. And by our work here in this Convention, may we continue robust to our grandsons and our granddaughters. Let us pray.

God of all creation, we come before you asking a blessing on this gathering. Make each one of us instruments of your loving grace.

Forge in this community with both your power and tenderness. Bless us all with our differences and undergird us with the courage to stand together.

We call on you today to unite us in your presence, bind our work together in the will of your spirit, that in one another, we may come to know you more deeply. In the name of the holy and undivided Trinity. Amen.

(“Amens” from the floor.)

Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Reverend Forte. Now we are in for a real treat, Brothers and Sisters, because our next guest is one of the most dynamic, fiery speakers you’ll ever hear and a great labor leader.

Like his father and grandfather he got his start working in the coal mines in Nemacinol, Pennsylvania. It was down in the mines where he learned that solidarity isn’t just a word, it’s something that can make the difference between life and death. A force of nature, he rose swiftly through the ranks of the United Mine Workers and was elected President at the age of 33. The youngest ever to hold office.

There he reformed one of the most important unions in history — in American history, brought it back to its days of glory and led the momentous Pittston strike to a victory for the United Mine Workers.

After 13 years as one of labor’s most powerful voices, he was elected AFL-CIO Secretary-Treasurer in 1995 and its President in 2009.

His national leadership has borne out the promise of the young activist. He fights to raise wages and stop the shrinking of the middle class. Fights to build an economy where workers share in the prosperity they create. He fights to revitalize labor’s organiz-
ing efforts. He fights to empower millions of workers with collective bargaining and the respect and dignity on the job that comes with it. He fights to advance the interests of 12.5 million members of the AFL-CIO affiliates and every worker in America.

He is a moral voice driven by his fierceness of his passion for justice.

After serving with him on the AFL-CIO Executive Council for the past year, I can testify to his brilliance as a leader, his loyalty to our members, and his unyielding commitment to do the right thing.

I am proud to call him not only a brother, but a friend. Brothers and Sisters, please give it up for a fighter who’s always got our backs, the President of the AFL-CIO, the one and only Rich Trumka.

(Standing ovation.)

**AFL-CIO PRESIDENT TRUMKA:** You know, Eric, after that introduction I’m tempted to say amen and sit down, but I won’t. Thank you for the great introduction and it’s great to be here with such a storied and important union.

You know, America’s big buildings and our skyscrapers, our bridges, our factories and other structures are the symbols of who we are as a people and as a nation. And they are an incredible testimony to you. I’m so impressed with the work that you do everyday.

Eric, I want to thank you for your friendship and your leadership. When we need cool, calm analytics, somebody who can look through the clutter and find what really is important to working people, your President always leads the way. And I can tell you I’m proud to stand beside you anywhere, any time, my Brother. Thank you, Eric.

(Applause.)

And I’ve got to tell you I’m impressed with your organizing spirit. Congratulations on your big wins in Montana and Ontario and your ongoing internal organizing work. Give yourself a round of applause for being so dedicated, focused and effective when it comes to organizing working people.

(Applause.)

You see, Sisters and Brothers, you and your members set the standards. You set them with your contracts. You set the scale with your wages, your workplace safety, your pensions and your healthcare. And as trade unionists, the men and women of the American Labor Movement raised the bar across the entire country with our solidarity and our activism.

When we stand together, the entire economy improves. Wages go up, consumers spend more money, employers feel competitive pressure to do better for their workers. See, that’s the strength of collective bargaining and collective action. We have the power to set off a race to the top and end the race that we’ve been seeing to the bottom.

See, we’ve raised the bar in politics, too. When we get off the sidelines and onto the front lines, we build momentum for our issues. And we elect candidates who share our working families’ values.

And let me tell you something, every time you send an apprentice to knock on doors with the labor canvas, they gain a little bit more understanding of what it means to be a trade unionist. They get a feel for what it means to be involved and to talk to our families and friends and neighbors about the issues that we face together.

See, this year, working people are leading the national debate. We, working people, put the focus on good jobs with strong and growing wages. We made it clear that working people should be sharing in the wealth that we helped create.

And we’ve shifted the conversation on trade. Instead of continuing to get run over by corporate trade deals, we’re leading the fight to write new global rules that lift up all working people.

See, we’ve been able to make headway because our agenda is driving our politics, not the other way around. And this year, our agenda has influenced and inspired America’s leaders more than any time in the last 50 years. See, that’s why I believe that we need to throw everything that we have into politics. Working people are winning the debate. And now it’s time that we win the election.

(Applause.)

And when I say win the election, I’m not just talking about election day, I’m talking about everything that happens after election day so that when we win, we truly do win. That’s in our hands, Brothers and Sisters.

You see, when you go back to your homes after this Convention, I need you to reach even higher. We need your mobilization and your groundwork. The leaders that we elect from the state house to the White House, will have a tremendous impact on infrastructure spending, on Davis-Bacon, on PLA’s and other pocket-book issues for our members. And you, each one of you, can make the difference.

Working people need it, the labor movement needs it, your family and your neighbors and our communities need it. We need you. And we know that unity and we practice solidarity and together we can show America that when we stand together, nothing, nothing can stop us and we can’t be turned aside.

We built the middle class and we will rebuild the middle class again. That’s our mission. That’s our goal.

(Applause.)

You see, we build the bridges and factories, we load the trucks, drive them, from skyscrapers to oil rigs, we do it all. We do whatever it takes. We answer the call. We wake our great country up every single morning and we tuck her into bed at night. We don’t mind hard work. We do it with pride, but we won’t be faced down and we won’t be pushed around and we will not be denied our fair share of the wealth that we create in an economy that should serve us and not Wall Street.

(Applause.)

And I want to thank you. I want to thank each and every one of you for your unionism, for your activism because you’ll never know the collective effect, when you’re out knocking on a single door or you’re talking to somebody in the grocery store, you don’t know the cumulative effect that that has.

See, we’ve been fighting for decades to try to put the rules of the economy up for a debate so that they can be changed. See, they’ve tried to make us believe that the economy is like the weather, there is nothing you can do about it. It’s raining outside, either put up an umbrella or you go back inside. Well, the economy is not like the weather. The economy is nothing but a set of rules.

Those rules are made by the men and women that we elect. And those rules decide the winners and the losers. And those rules have been stacked against us for far too long and we’ve been trying to get this debate up for years.

A few weeks ago I was in Philadelphia with Eric and a number of your leaders at the Democratic National Convention. And I’ve got to tell you, it was pretty inspiring. Democrats nominated a ticket that opposes TPP, that is committed to raising wages for working families and understands that when workers are strong, when our unions are strong, only then can America be strong.

(Applause.)

And I’m going to have to say about the Democrats shortly, but I just can’t let a moment pass without addressing the orange-haired elephant in the room. Where do I start, Eric? I mean, I don’t know where to begin with this guy, Donald Trump. You see, in just the last month he dishonored the memory of a fallen hero, by criticizing a gold star family. A family who made the ultimate sacrifice. They gave their son. He said he’s always wanted a
Purple Heart. You’re going to hear from Will Fischer tomorrow, I believe. He’s going to tell you about what it takes to win a Purple Heart.

He called President Obama the founder of ISIS. And this right-wing commentator who he said it to tried to give him an out, tried to say, no, you mean, Donald, that he created the circumstances where ISIS could exist. And Donald said, no, five times to that. He said President Obama founded ISIS.

He said that the best way for working women to deal with sexual harassment is either be strong or find another job. He joked about killing his opponent and then he said he was being sarcastic, but not that sarcastic. See, Brothers and Sisters, these moments reveal Donald Trump for who he really is. Not just as a candidate, but as a man.

Donald Trump is not only dangerous and he is very dangerous, he is also dishonest. A recent study showed that he tells a whopper every five minutes. Now, think about that. If this guy was Pinocchio he wouldn’t be able to turn around in the State of Texas without crossing the border.

(Laughter and applause.)

You see you can’t believe a single thing he says. He pretends to love us, says he’s our friend. And then right here, right here in this city, when his employees voted to join a union, he spent million of dollars trying to stop them. And then when they still voted 3 to 1, he decides he won’t negotiate with them, just like a typical union buster. Believe what he does, not what he says.

See, he’s spent his entire career shipping our jobs overseas. Failing to pay us for the work that we do. Devastating our communities, and treating us like second class citizens. And now he wants us to believe that he’ll stand up to the Donald. Look, he has stolen our money, he has not paid contractors and people that have worked with him, that is his business model.

And I’ve got to tell you this, there is some justice in the world, ‘cause he hired this big law firm to defend him against all the people that were suing him because he didn’t pay them for the work that they did. And they were brutal. They squeezed the little guys. They squeezed workers. And they got off on 40 or 50 cents on the dollar. So not only did he squeeze them for a bid, then he squeezed them more.

But here’s the irony of it. After it was all over, he didn’t pay the law firm that defended him for all of that.

(Applause.)

I thought that was the only fair thing that happened in all of this, right.

Look, he says outsourcing creates jobs and he rooted for the housing collapse and he supports right to work, not a little bit, but 100 percent. And he thinks that Carl Icahn, Carl Icahn, who takes glee in killing jobs and benefits and destroying businesses, would make a good Treasury Secretary. Well, it’s no wonder that a business firm, Moody’s, you remember Moody’s credit rating agency? They said Trump’s business plan would cost our nation 3.5 million jobs. That’s right, a business agency said his plan will cost us 3.5 million jobs.

Donald will make America unemployed again. See, he is unfit to be President. He will tear this country apart. And he will make it more and more and more difficult for working people to make ends meet.

And that’s why on November 8th, working people are going to turn the table on the Donald and say to him once and for all, Donnie, you’re fired.

(Applause.)

Now thankfully on the Democratic side it’s been a much different story. The primary contest that we’ve seen between Bernie Sanders and Hillary Clinton moved America in the right direction. The Democratic platform yielded the strongest, most progressive and most unifying vision in a generation. And Hillary Clinton is rising to meet the challenges of tomorrow with a strong agenda of shared prosperity.

You see, Hillary is tough, she’s smart, she’s prepared and she listens. When she accepted the nomination at the Democratic Convention, when she talked about love of country and the selfless passion to build something better for all who follow us, it was clear that she heard our call. And didn’t she choose a great running mate? Yeah, you heard him yesterday. Tim.

(Applause.)

You know, Tim has always stood with us. In fact he is working with us in the Virginia labor movement to defeat a ballot initiative that would make right to work part of the State’s constitution. Now, think about that. All the problems we have in the world and Virginia Republican legislators there are wanting to change the constitution to make right to work part of the constitution.

He understands that we should be expanding workers’ rights, not taking them away. You see, Hillary and Tim Kaine are ready to rewrite the economic rules by reforming or killing corporate trade deals like the TPP and they have an aggressive plan to rein in Wall Street. They are going to make the largest investment in infrastructure, public investment, workforce development and manufacturing since World War II and create 10 million jobs in doing so. Think about that. Ten million Americans working. Ten million Americans paying into the economy. Ten million Americans helping us create a better education system and a better economy for everyone.

And finally, this is the icing on the cake: Hillary and Tim know that the single greatest economic tool for economic mobility and a growing middle class is collective bargaining. And they will protect and expand the freedom of every last worker out there to join and form a union without interference, without threats and without illegal firings. Let me tell you something—

(Applause.)

So let me tell you something, Brothers and Sisters, America is now tilting towards unionism. This is our chance. This is our moment. This is our chance to bring out the best in America, to bring out the best in ourselves and each other. And we won’t back down and we won’t back up, we’ll stand tall. We’ll register, we’ll mobilize, we’ll vote and then we will win, not only on election day, but every day thereafter by creating an economy that works for all of us, not just those at the top.

(Applause.)

Let me tell you something personal. Two weeks ago I welcomed my first grandchild into the world.

(Applause.)

My son and his wife had this beautiful baby boy. And becoming a grandfather is a reminder that this movement is not just about us, it’s about building a stronger America for generations to come so that our grandkids’ grandkids can enjoy a stronger standard of living than we did.
It just seems like yesterday I was in the backyard with my son Rich, and he was about 3 or 4 years old at the time and his grandfather had bought him one of those little battery powered Jeeps and him and his buddy are riding around in the backyard, destroying stuff and I was out there talking on the phone about, what else, about the union. And he must have overheard me because he pulled up to me, drove up to me and he said, Dad, he said, What’s a union?

So I told him, I said, the two of you get out of the Jeep. We have a little hill in the backyard, and I said, Rich, push that Jeep up the hill. And he strained and he struggled and eventually he just couldn’t make it. So then I told his buddy Chad, I said, Now you help him push that Jeep up the hill and they worked together and they were able to do it.

And I looked at my son and said, That’s a union. People joining together to do things together that they can’t do alone. That’s a union.

See, today, working people, we’re climbing our own hill. Our wages are still too low and benefits are still too few and retirement security isn’t secure enough. And the economic rules remain skewed towards the wealthy. But we have the power to change that, together, coming together.

In the end, see, this is more than just an election, this is about where our country’s going. It’s about the kind of nation that we’re gonna have. Are we gonna be an America that says, you are mine and I am yours? Or one that governs by dividing and fanning fears? You see, by standing together and defining American values for the ages, we’ll defeat the misguided, the petty and the unnecessary politics of division and disunity and we’ll send a message to every Republican who made the rise of Donald Trump possible. Change course or face extinction.

See, America’s labor movement is unleashing the most comprehensive and sophisticated electoral program in our history and we need your help, we need it every day. Talk to your members. Send out your apprenticeship teams. Ask them to volunteer. Turn out at the polls. I want to see union members vote at unprecedented levels.

And if you haven’t done it already, talk to your Central Labor Councils, name a coordinator at each one of your work sites so that our team can communicate with them. See, when your membership gets involved in the ground campaign, nothing, nothing can stop us. When working people speak the truth about Hillary Clinton and Donald Trump, we’ll move the needle.

The choice is clear, you know what it takes. Keep leading the way, keep blazing the trail forward. That has been your history and can now be your future.

So it’s time for us to stand up strong, Brothers and Sisters, it’s time to mobilize and organize. This electoral season is all about raising wages. We’ll hit the work sites, we’ll clock the members, we’ll walk the streets, we’ll knock the doors. That’s what a unified labor movement does, that’s what it looks like when working people stand together, union strong.

And after the ballots are counted and the elections are won, we’ll be in a better position to organize in the workplaces and win strong contracts and better pay.

You see, we’ll fix what’s broken in our country. We’ll fix what’s broken in our country.

Together we’ll create a better tomorrow, but we’re going to have to work for it, Brothers and Sisters, together, each of us with solidarity, where your picket line is my picket line and my picket line is your picket line. I see a worker in struggle and fight, I don’t ask why, I stand with that worker, shoulder to shoulder, arm in arm, helping them to win a better America and change the rules of the economy. Today, tomorrow, and in the future. Our Union strong.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Rich. As always you get us fired up and ready to go. As a token of our gratitude we are going to send you a special Iron Workers clock and Robbie Hunter, I owe you one for yesterday. But we’ll have inscribed, a commemorative plaque from the Iron Workers Convention and if you want to put your family’s picture over the cover of it, we understand. A Mine Worker might not want an Iron Worker thing.

AFL-CIO PRESIDENT TRUMKA: No, I do want an Iron Worker clock.

GENERAL PRESIDENT DEAN: But this will be in your office or in your home.

AFL-CIO PRESIDENT TRUMKA: Thank you, Brother.

GENERAL PRESIDENT DEAN: That’s a leader, Brothers and Sisters. Now we are going to take our official convention photograph. What we need is for every delegate to turn your chairs around and face the back of the room and I’ll turn things over to our official photographer Carl Cox. And will the gentlemen at the dais go to the back of the room.

(Photograph taken.)

GENERAL PRESIDENT DEAN: If we could get to our seats. Executive Board take the dais. Thank you, Carl. This is a great morning for us because not only do we get to hear Rich Trumka, we have another great labor leader coming right up.

Our next speaker got his start as a member of the International Union of Painters and Allied Trades as a glazer in Philadelphia. He is a leader through and through. A fierce trade unionist. And as he rose through the ranks of his union the Building Trades Union recognized his brilliance.

That’s why he was elected Secretary-Treasurer of North America’s Building Trades Union in 2005. And why seven years later, after the untimely passing of Brother Mark Ayers, he was unanimously elected to the office of President. He also serves as co-chair on the Oil and Natural Gas Industry Labor Management Committee. Labor co-chair of the center that operates Helmets to Hardhats. Chairman of the National Coordinating Committee for Multi-Employer Plans and a host of other important posts where he forcefully advocates for the interests of all building trades members.

Last month he addressed the Democratic National Convention telling delegates, and I quote, Trade union members have helped build this great nation, we can rebuild America—we cannot rebuild America unless we treat America’s workers with respect. Amen, Brother.

It’s been a privilege to serve with him and support him on the Governing Board of Presidents and the AFL-CIO Executive Council and I’m honored to call him brother and a friend.

My fellow Iron Workers, please join me in giving an enthusiastic welcome to the President of the North American Building Trades Unions, our comrade in arms, the great Sean McGarvey.

(Standing ovation.)

NORTH AMERICAN BUILDING TRADES UNION PRESIDENT McGARVEY: Good morning.

("Good morning" from the floor.)

First, my complaint, any time you have to follow Rich Trumka is a difficult speaking slot, so I’ll do my best. Wasn’t President Trumka terrific? That message just resonates so well.

(Applause.)

First I bring you greetings from my partner and our Secretary-Treasurer Brent Booker and the entire Governing Board of Presidents to the entire Iron Workers delegation wishing you a very successful 43rd International Convention. And I personally would like to thank Eric and Ron and Bernie, the entire Board and all the staff of the Iron Workers for giving me the great privilege and opportunity to speak for a few minutes with you here today.
And before I get into my prepared remarks, I just want to say that I got to spend some time out there in the exhibit hall and look at the history of your great Union and if that doesn’t inspire you to see where you’ve been, how far you’ve come and where you’re going, nothing will. It’s an impressive, impressive heritage that the Iron Workers have.

(Applause.)

But I’m going to be a little different than President Trumka. I’m going to talk to you about the strategic plan that the Governing Board and Eric and his peers have put together, that Brent and I and the staff are charged to work with the staffs of the affiliated unions to implement throughout North America. And right now we have more reason to be hopeful and excited than ever before.

We are on a continued upward growth trajectory, one that has remained fairly consistent since the implosion in 2008. Our work hours are up, our membership is up and we are progressively chipping away at market share from coast to coast and across two countries.

Our singular purpose at the Building Trades is to create work opportunities that are vast in number and which are accompanied by middle-class, family-sustaining wage and benefit standards that eventually become the norm and not the exception in our industry. We are also driven to create opportunities and pathways for the next generation, especially communities of color, women and veterans.

North America’s Building Trades are fast developing a reputation as a valuable and reliable partner in helping to rebuild lives and strengthen whole communities.

Now, number one, a key focal point for the Building Trades. It used to be that we would rely upon our contractor partners to push our interests when they sat behind closed doors with the owner community. We have spent a lot of time and a lot of effort building our own industry relationships and partnerships. So now we are in the rooms creating the direct relationships with the construction owners. And we’re doing it by preaching a valucentric message to industry leaders and corporate CEOs that entails a wide array of attributes that we are able to bring to the table that includes our legislative and regulatory work across two countries in national capitals, state and provincial capitals. Our ability to mobilize grass roots at the local level in support of projects in towns, counties and states. Our world-class apprenticeship training and workforce development infrastructure, of which some is on display in that exhibit hall.

And at the end of the day, the safest, most highly skilled and productive craft workforce ever known to the world. I can report to you today that because of this direct approach in delivering a valucentric message to industry leaders and CEOs, we are making progress that is leading to increased work opportunities for all the building trades.

We now have in place formal partnerships with the tire industries and individual owners, oil and natural gas, chemical, power generation, nuclear, pipeline. Our strategic message, we are not reflective of the outdated stereotypes that many people still have about the building trades.

We have a new business model that is predicated upon finding ways to utilize all the resources that we have to build partnerships and relationships that lead to increased work opportunities for our members and greater market share for the unionized construction industry.

Like I have said to many corporate executives and industry leaders, we are not afraid of anybody telling us no. All we ask when they say no is how we get the yes. And getting the yes is up to us.

Now, the effort put forth into building these relationships is considerable. And I want to thank your former General President, Walt Wise, and your President, Eric Dean, because at the drop of the hat, in the spur of the moment, if I tell them I have a meeting somewhere and it’s important that I have horsepower in the room, they will drop whatever they are doing, jump on an airplane and get there and that makes all the difference. And I thank you for that, Eric.

(Applause.)

Now, the second part of our strategic plan is using our pensions to grow our industry and our unions. We now have federal rules regarding pension investments that could prove to be a boon for work opportunities for our members and for our contractors. There is a new interpretative bulletin from the Department of Labor that we worked years to get changed that makes it easier for pension funds to make economically targeted investments in funds such as Ullico’s J for Jobs and Infrastructure Fund, AFL-CIO’s Housing Investment Trust and Building Investment Trust, MEPT and scores of others.

With increased pension fund dollars going into these funds, we are fast moving toward a future whereby these funds can become a major financial conduit for residential, commercial construction projects that will employ our members.

And with these new rules in place, the ground is being laid for the creation of a new construction financing organization. The Governing Board of Presidents has charged us to put together a consortium of some sort of all the players in construction financing, not just the funds I mentioned, but the Wall Street guys and the insurance companies, private equity, hedge funds, everybody that is involved in investing in construction projects, to get us all in a room at a table and attempting to work together. Put simply, we want to build a significant presence when it comes to marketing our pension assets for construction financing.

In doing so we will create the ability and the wherewithal to sit in a room with everyone who is involved in construction financing, from Wall Street to Main Street, and to make it clear that the standards for wages and benefits and safety have to be met, which in turn will open many new work opportunities for our members.

My message to each of you is this, make sure that your local pension fund allocations are taking advantage of these rules and investing in ourselves. Please take every advantage of investing in ourselves and our industry to put our members and our contractors to work leveraging our pension dollars.

Now, three, community outreach. As important as it is for the Building Trades to build partnerships and relationships with business and industry, so, too, is it critically important that we take the same approach to building partnerships at the local and community level.

And that is why today one of the key pillars of the Building Trades strategic approach is building relationships with community groups and leaders, as well as national organizations like the Urban League and Youth Build, that are committed to community level improvements.

At the core of this approach stands our commitment to construct a nationwide network of apprenticeship readiness programs that are specifically designed to provide a gateway to historically neglected communities, such as people of color, women and our veterans, to obtain a career in the skilled trades.

At the core of this approach stands our commitment to construct a nationwide network of apprenticeship readiness programs that are specifically designed for those groups. I am happy to report today that we have over a hundred such programs going in the United States and Canada.

And as we generate success in building these relationships and as we continue to
grow the number of apprenticeship readiness programs, we are fast gaining powerful allies, important allies. In our efforts at the local level to ensure that large projects, especially those funded with taxpayer dollars, have community benefit agreements attached to the funding to ensure wage and benefit standards, local hiring procedures and apprenticeship training as benchmarks. All which helps to create a new, more positive image of the Building Trades brand while simultaneously helping us to foster greater and more politically powerful coalitions in the communities across the United States and Canada.

Now, four, and these are in no particular order and nobody does it better, a strong, consistent, daily investment in resources and people power into bottom up organizing is key to make the rest of our program succeed. And I want to take my hat off to the Iron Workers for the work that you’ve done across the United States to help lead the rest of the building trades when it comes to bottom up organizing. Thank you, you are leading the way on organizing.

(Applause.)

Now, President Trumka talked a lot about politics and I’ll talk a little bit about it because it’s something that we have to do. And I don’t know that there is that many of us that actually enjoy doing it, but it’s part of our job. But if we’re going to do it, we need to do it the right way.

And the Building Trades is putting an increased emphasis upon our historical embrace of bipartisan approach to politics. The objective to this is to free us from the political battles that are not of our own making, i.e., these fights we get into over prevailing wage and PLAs in Washington, in Canada, and in states across the United States.

To accomplish this objective we need to construct Building Trades majorities at all levels of government. It’s not as difficult as it might seem considering that when it comes to public policy, our priorities are rather straightforward. We don’t have a thousand wants, wishes and desires in the building trades, just a handful.

First and foremost jobs, public infrastructure investments, sound energy policy and energy infrastructure, and community standards like prevailing wage laws, project labor agreements and fair workforce policies. These are the issues that can and do resonate with law makers from both major political parties.

Our job is to make sure that we are taking the time to educate and engage our law makers from both sides of the aisle, so that they understand our values and our business model. Obviously not every Republican is going to move our way, but the idea is to engage and garner the support of enough Republicans so that combined with enough Democratic support we are no longer caught up in political fights over issues like PLAs and prevailing wage. These fights occur because the building trades are perceived unfairly as sometimes just being a pass-through for one political party. Even though collectively we continuously rank in the top five for PAC contributions to Republicans on the national level.

Constructing Building Trades majorities at all levels of government is a necessity for the continued growth and well being of our members, our unions and our country. Where we have done this, the results have really been encouraging. The model has proven successful at the national level as today we have enjoyed unprecedented support of the Davis-Bacon Act in the United States House of Representatives and growing support for project labor agreements. And it has also led to the creation of a bipartisan Congressional Building Trades Caucus for the first time in our history where we endeavor to bring Democrats and Republicans together in order to help them understand the building trades and our self-funded and wildly successful apprenticeship training infrastructure.

So I urge you to be steadfast in working to engage the legislators on both sides of the aisle where you live. We can no longer kid ourselves, America is a 50/50 country when it comes to politics. And it’s not going to change any time soon. We need to adapt to that reality.

Perhaps the single greatest asset we have in getting Democratic and Republican legislators to better understand the Building Trades is to showcase our world class apprenticeship infrastructure. Take them to your training centers, let them see what you do. For those of you that have already done it, you know the results. They can’t believe the investment that you’ve made. They can’t believe the type of training that happens in your training centers.

And because they are self funded and because it has proven to be a valuable asset in addressing some of our nation’s most pressing socioeconomic problems, it’s a model that liberals and conservatives can both embrace. Where we have been successful in constructing building trades majorities, it has been because of a deeper understanding and appreciation of our training and education infrastructure and our commitment to leveraging that infrastructure to provide the opportunities for Americans of all walks of life to gain that important foothold on the ladder to the middle class.

Now, the election of 2016, and I can’t say it any better than President Trumka has. How we engage in politics is critical to our strategic approach and that engagement is premised upon one simple concept. We support those candidates that are committed to creating work opportunities in construction, protecting standards of those jobs and offering support for the types of training and educational investments our unions are making in communities across the United States.

And in the presidential race there is only one candidate who has taken the time to understand us, our values, and not just in 2016, but for decades and that candidate is Hillary Rodham Clinton.

(Applause.)

President Trumka mentioned a spirited primary season. I want to make it clear to this group, as I’ve done with other groups affiliated with the Building Trades, for some of the criticism that we sometimes get, the Bernie Sanders campaign and the Martin O’Malley campaign, along with every Republican campaign, never darkened our door to seek our endorsement at the Building Trades.

The only candidate who continuously approached us, asked to engage and talk to us was Hillary Clinton. It’s pretty hard to endorse somebody who doesn’t ask for your endorsement. We are all politicians at one level or another and we know that to be true.

But we also know that Donald Trump conveys a significant amount of appeal to many of our members, particularly in swing states like Pennsylvania, Iowa and Ohio. The National Building Trades, in close cooperation with the Iron Workers Union and all of our affiliated unions, is mounting an aggressive political education and membership outreach program aimed at our rank-and-file members called Hardhats for Hillary.

Hillary Clinton is a friend of the Building Trades by virtue of her plans to move a significant infrastructure proposal during her first hundred days in office and to make sure those investments come with strong community wage and benefit standards. Her support for upgrading our nation’s energy infrastructure and her strong and unyielding support for prevailing wage protections, project labor agreements and our apprenticeship training infrastructure.

From now until election day, I urge every one of you to stay actively involved in your Iron Workers Membership Education Program, especially when it comes to job site visits and member-to-member communications. We will be coordinating many Hillary
to Hardhats events in battle ground states and hopefully we see you. So I would urge you to engage in this process, make it a priority.

For this year there is nothing more important because we need to ensure that your members and all the Building Trades members understand that we need a President who has our back and that candidate and candidates are Hillary Clinton and Tim Kaine.

The closing point on the next President of the United States, and I have no doubt if we do our work that she will be the next President of the United States, we need to understand something, particularly in the building trades and generally in the labor movement. The President of the United States cannot and will not be our business agent. Most of the things that we need to do as an Iron Workers organization or any organization in the building trades, the problems that we have, most of it we can deal with internally.

The very reason that you meet this five years, to chart your plan and your program for the next five years, it’s about Iron Worker business. What the President of the United States can do for us is not hurt us, set the platform, put the template, get us our seat at the table, so that we can make that value pitch and then get out of the way and let us do our thing. And with Hillary Rodham Clinton I have no doubt that we are going to have that opportunity.

So in closing, I believe we are on the right track. I believe our Governing Board’s strategic approach is sound, our work hours are up, our membership is up.

Business and industry are starting to take notice of our overall value proposition and we are gaining the attention and support from policymakers and community leaders across the United States and Canada via our apprenticeship readiness model and our formal apprenticeship education and training infrastructure.

We are working to tighten up our approach to politics and embrace the greater commitment to constructing building trades majorities at the state and local level, that we will be well positioned for even greater market share and membership gains in the future.

And if we can succeed in getting Hillary Clinton elected this November, we will be in an even greater position to advance our business model and to secure greater market share for our members and the union construction industry.

Thank you for the opportunity to be here with you this morning. I wish you great success as you conclude the 43rd Convention of the Iron Workers.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Sean, and thank you for joining us today and thank you for your leadership every day. To show our appreciation we are going to give you a special Iron Workers clock, we’ll ship it to you, so you don’t have to carry it through security.

You know, when I first got my job at the International, my job was in the Ornamental Department, representing Iron Workers towards curtain wall industry and Sean was working for the Painters as a glazer representing the same industry. I never thought I would be presenting him an Iron Workers clock on a stage, but I couldn’t be happier to have him as the President of our trades. Thank you, Sean.

(Applause.)

GENERAL PRESIDENT DEAN: If Dave Gorniewicz could please come to the podium. We will now hear from the Organization Committee for a partial report. Will the Chairman, First General Vice President, Jay Hurley, and the Secretary Dave Gorniewicz please come to the podium.

COMMITTEE CHAIRMAN HURLEY: My name is Jay Hurley, and I served as a chairman of the Organization Committee. Our International Director of Organizing, Dave Gorniewicz, served as the committee secretary.

The Organization Committee consisted of an additional 30 dedicated delegates throughout the United States and Canada. Members included representatives from outside Local Unions, Shops, Navy Yard Riggers and International staff members.

While for the sake of time, we cannot read each committee member’s name, I can assure you all voices and opinions on each matter under committee consideration were heard.

I thank these brothers for their attention, diligence, knowledge, hard work and unequivocal dedication to our great Organization.

The Committee was seated on Wednesday, August 17th; Thursday, August 18th; and Friday, August 19th and began deliberations with an assignment of reviewing the Report of the General Treasurer; specifically, General Treasurer Recommendation No. 10, concerning initiation and reinstatement fees, which would amend the current language as found in Article XIX, General Rules, Section 1, which can be found on page 55 of the Constitution, which currently reads as follows:

Section 1. The standard initiation fee for outside Local Unions of the International Association shall be five hundred dollars ($500.00). The standard initiation and reinstatement fee for apprentices of outside Local Unions shall be one hundred dollars ($100.00). The standard reinstatement fee for outside Local Unions shall be eight hundred dollars ($800.00). All applicants for membership shall pay their initiation or reinstatement fee and the dues for the month they are initiated or reinstated at the time of submitting application for membership. The General Executive Board, or authorized designated representatives may, at its discretion, reduce the initiation or reinstatement fees for members of any Local Union or for any and all Local Unions for any period. Fifty percent (50%) of all initiation and reinstatement fees must be immediately remitted along with the application to the office of the General Treasurer.

The Committee considered General Treasurer’s Recommendation No. 10 and concurred with the recommendation, which would be to delete the last sentence found in this section in its entirety and insert the following language in its place to read as follows:

The Local Union will be billed for fifty percent (50%) of all initiation and reinstatement fees by the General Treasurer.

At this time, I move for adoption of General Treasurer Recommendation No. 10 by inserting this new language as submitted.

COMMITTEE SECRETARY GORNIEWICZ: I second the motion.

GENERAL PRESIDENT DEAN: A motion has been moved and seconded.

Is there anything on the question?

(No response.)

Seeing none, all in favor, signify by saying aye.

(Chorus of ayes.)

All opposed?

The ayes carry.

(Gavel bang.)

Before you start, Jay, I failed to take up a little housekeeping item.

On your apps, last night, we listened to Egbert and we found that it was hard to navigate on the application. You should have gotten an update last night. So when you got your app — the Iron Worker app, it had a picture of an ironworker welding on the cover.

Each day that picture is going to change, so you’re clear that you’re on Tuesday’s picture. Today, it’s a picture of an ironworker on a zoom-boom on a skylight, so if you don’t have that you don’t have the updated version on the cover of your app.

But what we have done is in the agenda, you will see that Jay’s report was scheduled for today. If you go to the schedule portion, there is a link and it will click right to the work they’re working on and you can follow that way per the recommendation from the brother from the floor.
Additionally, if you want to go to the Resolution, we changed one of the tabs where it says “Resolution Officers’ Recommendations,” if you click on that we now bifurcated the work by Committee so that you can go to the Organization Committee and follow along with Jay’s report in that manner the way they give them. Hopefully that will be easier.

If you’re in here with a picture of a guy in the welding hood, you don’t have any of the updated information and you’ll need to get WiFi. And there is some WiFi hotspots and IT support back in the history display area.

So I apologize for not giving that clarification before. That should make it easier for you to follow along.

Thank you, Jay. Continue.

COMMITTEE CHAIRMAN HURLEY: The Committee’s attention then focused on Resolution No. 5 submitted by Local Union No. 79, Norfolk, Virginia, Resolution No. 6, submitted by Local Union 811, Wausau, Wisconsin and Resolution No. 7, also submitted by Local 811, Wausau, Wisconsin.

All of which would amend various initiation and reinstatement fees, including withdrawal card reinstatement fees as found in the International Constitution.

Since all of these Resolutions proposed to change the various articles and sections of the International Constitution with regard to initiation and reinstatement fees, the Committee decided to combine them.

As a result, the Committee recommended that Article XIX, General Rules, Section 1 be separated and now become the new Section 1, Section 1a and Section 1b to read as follows:

Section 1. The following are the standard initiation and reinstatement fees for all Local Unions of the International Association.

Section 1a. The standard initiation fee for outside Local Unions may be waived with the exception of apprentice and trainee members who shall pay one hundred dollars ($100.00).

Section 1b. The standard reinstatement fee for outside Local Unions shall not exceed eight hundred dollars ($800.00) with the exception of apprentice and trainee members. The standard reinstatement fee for apprentice and trainee members shall not exceed two hundred fifty dollars ($250.00). Reinstatement fees may be waived for organizing purposes.

The Committee further decided to change the last sentence in former Section 1 to now become a new Section 1c due to the restructuring and separation of the current Section 1, as stated above. This new Section 1c will read as follows:

Section 1c. The Local Union, will be billed for fifty percent (50%) of all initiation and reinstatement fees by the General Treasurer.

At this time, I move to approve the Committee’s unanimous recommendation as quoted above, which would amend Article XIX, General Rules, Section 1, by separating it into a new Section 1, Section 1a, Section 1b and Section 1c as submitted and quoted above.

COMMITTEE SECRETARY GORNEWICZ: I second the motion.

GENERAL PRESIDENT DEAN: A motion has been moved and seconded.

Anything on the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN HURLEY: The Committee further revisited Resolution No. 6, submitted by Local Union No. 811, Wausau, Wisconsin, Shop and Navy Yard Initiation Reinstatement Fees due to the restructuring of Article XIX, General Rules, Section 1 will now affect Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions, Section 3, found on page 118 of the International Constitution.

Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Section 3, Initiation and/or Reinstatement Fees and Dues currently reads as follows:

Section 3. The initiation and/or reinstatement fees of Shop and Navy Yard Rigger Local Unions shall not be changed except by the proposal and adoption of a written resolution to that effect, which resolution must be read at three (3) consecutive meetings of the Local Union and must be adopted at the third of such three (3) consecutive meetings by a vote of the majority of the members present at such meeting—this is the longest sentence in history—at such meeting conducted by secret ballot after reasonable notice of a general or special meeting of the intention to vote on the questions is given to the members and only after the Local Union has received the approval of the General Executive Council.

The Organization Committee unanimously recommended the following substitute language amending Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions, Section 3, to read as follows:

Section 3. The initiation and/or reinstatement fees of Shop and Navy Yard Rigger Local Unions will be in accordance with Article XIX, Section 1, 1a, 1b and 1c. The remainder of former Section 3 will be redacted, and any other references in this International Constitution pertaining to the subject matter will be amended to reflect the changes above.

I move for the adoption of the substitute language which would amend Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions, Section 3, as quoted above.

COMMITTEE SECRETARY GORNEWICZ: I second the motion.

GENERAL PRESIDENT DEAN: A motion has been made and seconded. On the question?

(No response.)

Seeing no discussion, all in favor, signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN HURLEY: The Committee further revisited Resolution No. 7 submitted by Local Union No. 811, Wausau, Wisconsin, Initiation and Reinstatement Fees, due to the restructuring of Article XIX, General Rules, Section 1, which will now affect Article XXIX, Special Provisions Governing Regional Local Unions Only, Section 2, found on page 123 of the International Constitution.

Article XXIX, Special Provisions Governing Regional Local Unions Only, Section 2, Initiation and/or Reinstatement Fees and Dues, currently reads as follows:

Section 2. The initiation and/or reinstatement fees of Regional Local Unions shall be determined by the General Executive Council. All members of Regional Local Unions shall pay International Per Capita Tax in accordance with the provisions of Article XVI, Section 2b of the International Constitution.

The Organization Committee unanimously recommended the following substitute language amending Article XXIX, Special Provisions Governing Regional Local Unions Only, Section 2, to read as follows:

Section 2. The initiation and/or reinstatement fees of Regional Local Unions will be in accordance with Article XIX, Section 1, 1a, 1b and 1c.

The remainder of former Section 2 will be redacted and any other references in the International Constitution pertaining to this subject matter will be amended to reflect the changes above.

The remainder of former Section 2 will be redacted and any other references in the International Constitution pertaining to this subject matter will be amended to reflect the changes above.
I move for the adoption of the substitute language, which would amend Article XXIX, Special Provisions Governing Regional Local Unions Only, Section 2, as quoted above.

**COMMITTEE SECRETARY GORNEWICZ:** I second the motion.

**GENERAL PRESIDENT DEAN:** A motion has been made and seconded. On the question?

(No response.)

All those in favor, signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

That will conclude the report. Thank you, Jay and Dave. That concludes today’s report.

Will the Sergeant-at-Arms please make sure that all delegates come back inside the hall.

In accordance with the rules, this is the day for nomination and election of officers, which will be conducted in a special order of business.

Nomination for the office of General President will occur first, and I would like to call First General Vice President Jay Hurley to come to the podium.

**ACTING CONVENTION CHAIRMAN HURLEY:** Nominations are now open for the office of General President.

The chair recognizes delegate at Mic No. 2.

**DELEGATE PIKSA:** I’m getting older I can’t see anything.

Good morning, General President, International Staff and Delegates, my name is Ray Piksa, Membership No. 910028. That was my shop number at the age of 18 years old, Local Union 63, Chicago, Illinois proud member.

I am the Executive Director of the International Ornamental Department. Today is truly a great day. I’m here to talk about a fourth generation Iron Worker who has climbed the ladder step by step representing Iron Workers along the way with grace and dignity.

Leadership is never easy. Eric has made the tough calls when it’s on the line. This is my brother, truly representing Iron Workers across the United States and Canada.

Eric has helped many members along the way from procuring to work to lending a helping hand with training, organizing and jurisdictional matters.

The bottom line, the absolute bottom line is that he cares and has dedicated all his efforts to make our lives as rich and as fulfilling as they can possibly be.

In closing, we are honored to serve and represent our members. You know, five years ago, I got a little choked up nominating my brother, so here we go again. We’re going to give it a go.

Brothers and Sisters, it is still my great honor to nominate Eric Dean to be the next General President of this International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. I love you. Be good.

(Applause.)

**ACTING CONVENTION CHAIRMAN HURLEY:** Is there a second to the nomination?

**GENERAL VICE PRESIDENT BOSKOVICH:** Good morning. I’m Robert Boskovich, Book No. 889701, President of the Iron Workers District Council of Chicago and Vicinity. And the Seventh General President of this great International.

I rise with not the title of District Council President or General Vice President in my heart. The title of which I am proudest brings me to this moment, that title is member of Iron Workers Local 1 and because I am seconding the nomination of a man who has never forgot that the member is the most important in everything we do. Choice, your choice; our choice.

Choose from those who have stood by your side shoulder to shoulder. Pick a leader from among the people who is heart driven, one who identifies with the Iron Worker on the steel, understands what this International Union needs on every level. Pick a leader who is only member driven and understands and identifies with the apprentice walking on the job site for the first time.

The guy in the gang, the teacher in our schools, the Local Union trustee member that worked all day in the cold and takes his own time to be at every meeting.

The Business Agent under fire for doing the right thing. Eric knows about these guys because he has been that guy.

Eric is a fourth generation Iron Worker, father of a fifth generation Iron Worker. He more than just cares for this organization, it is part of him, respected by his peers throughout organized labor.

Eric Dean uniquely has the ability to move this International forward. He has worked and learned from the best, yet does not want to rest at that level.

I have heard it once, I have heard it 100 times from Eric, “We must strive to do more and do better for our members.”

Eric helped guide us through a construction depression not so long ago; now he guides us through an upswing in construction across this country.

Eric’s plan to both grow the membership and the contractor base should lead us to a better tomorrow. It is for this reason and so many more that I say our choice for the future is my friend, colleague and brother Iron Worker, Eric Dean. I second the nomination.

(Standing ovation.)

**ACTING CONVENTION CHAIRMAN HURLEY:** There being no other nominations received for the office of General President, the nominations are now closed.

It is now my distinct honor and privilege to turn the gavel back over to our leader, our General President Eric Dean.

(Standing ovation.)

**GENERAL PRESIDENT DEAN:** Thank you so very much, Brothers and Sisters. And thank you Ray and Bob for your kind words. I’m very honored.

The nominations are now open for the office of General Secretary. And the chair recognizes the delegate at Mic 2, I’m going to predict.

(Laughter.)

**DELEGATE PIKSA:** General President Dean, General Officers, my Fellow Delegates and Guests to the 43rd Convention, my name is Benjamin Piksa. My Book No. is 1281368. I’m an Executive Board member and delegate to this Convention from Local 86, Seattle, Washington.

It is my honor to come before you today and nominate my father and brother Iron Worker, Ron Piksa, for General Secretary of this great International Association.

Brother Piksa joined the apprenticeship of Local 114, Tacoma, Washington in 1974.

In 1976, he represented his Local as the outstanding apprentice in the bicentennial celebration in Washington, D.C.

Brother Piksa soon became involved in his Local. He held several positions including Executive Board member, Recording Secretary and in 1987 became President and Business Manager.

In 1999, Brother Piksa was transferred into Local 86, and in that same year General President Jake West appointed him General Organizer.

In 2000, he became President of the Pacific Northwest District Council.

In March 2011, General President Wise appointed Brother Piksa as the Ninth General Vice President. Three years later, he was appointed General Treasurer and last year was appointed General Secretary.

Through collective bargaining and his influence as chairman of the Northwest
Iron Workers trust funds, Brother Piksa has dedicated his career to improving the lives of Iron Workers.

He has volunteered and been appointed to many committees in the State of Washington and Pacific Northwest. 39 of the 42 years of service with this great International, he has held an elected office either within the Local Union, District Council or International Association.

General President Dean, at this time, it is my honor to nominate my father, Ron Piksa, for General Secretary of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Well done, Brother.

Is there a second to the nomination? The chair recognizes the delegate at Mic 2.

DELEGATE WORLEY: Thank you, Mr. Chairman. My name is Lee Worley, Book No. 1135110 and I’m the Executive Director of Apprenticeship and Training for the Iron Workers and a proud member of Local 29.

It is a privilege to stand here today and have the opportunity to second the nomination of Ron Piksa for General Secretary.

For as long as I have known Ron, he has spent his career improving the lives and working conditions for Iron Workers in the Pacific Northwest.

His appointment to General Treasurer in 2014 invited him to bring his knowledge and expertise to the International level.

As your General Secretary, Ron will continue to keep the working men and women in his best interest and will work tirelessly to represent us to the best of his ability.

Mr. Chairman, it is with great honor to second the motion to nominate Brother Ron Piksa for General Secretary of our great International.

Thank you.

(Standing ovation.)

GENERAL VICE PRESIDENT HURLEY: Is it on?

Okay. Good morning, Mr. Chairman, General Officers, My Fellow Delegates, Esteemed Guests and our supremely talented, but often overlooked, Staff.

These are the unsung people who do a lot of the heavy lifting behind the scenes to ensure for us a successful and enjoyable 43rd International Convention.

My name is Jay Hurley, book No. 922845. I’m a proud 42-year member of Iron Workers Local 7 in Boston, Mass.

I’m equally proud to be the First General Vice President of this great International Union.

Like many people in this room, I’m evermindful and thankful for the countless rank-and-file members and elected officers that assisted me along my journey.

Today, however, it is a great honor that I rise to bear witness to the work of one particular member.

I have known Bernie Evers for almost 35 years. Bernie is from Charlestown, while I am from South Boston. Two proud Boston neighborhoods whose respective residents didn’t always see eye-to-eye back in the day.

Notwithstanding, once Bernie and I got past that fact, we quickly became friends and worked on many jobs together. The Bernie Evers I came to know was the same guy almost every person in this room now knows; a humble, loyal, hardworking, respectful, and decisive man; a proud family man; and, most importantly, a staunch and unyielding advocate for safe job sites and fair wages and benefits for all Iron Workers. It is deeply embedded in his DNA.

As a matter of additional background, in 1993, Bernie and I were working as partners on a job when our respective lives dramatically changed. When a vacancy vaulted me into the position of Business Agent, Bernie replaced me as Local 7’s President. Within months, Local 7’s organizer retired and Bernie assumed that position.

Because these were interim vacancies, Bernie and I faced an election less than a year later and, as was the case in Locals around North America, organizing was not readily embraced, nor was it a popular concept.

Nonetheless, we were partnered up again, and reelected in 1994, when we, and the other Local 7 officers, climbed out on a limb and collectively explained to our members the stark and adverse ramifications to continued retrenchment towards organizing.

In January of 1996, we sat down with all the full time officers of our District Council and the leadership of our District Council, President Joe Quilty, and with great guidance from our full time attorney, Mickey Long.

Mickey was, and remains, a union Iron Worker to the core. He’d gone back to school, earned a law degree, but he still thought and fought like an Iron Worker. By this time, Bernie and Mickey were joined at the hip.

Bernie had completed the foundation for organizing through the education of our members and we launched the plan titled “500/2000.” In short, our goal was to organize 500 unrepresented ironworkers by the year 2000. It was certainly aggressive, but, again, the foundation of member and officer education had already eradicated many of the previously existing barriers.

In retrospect, the following facts are easily verifiable. They epitomize the efficacy of a combination of educated members and part and full time officers, in concert with a fully committed organizer.

If you look at Local 7’s membership numbers in 1996, we had 1,800 members.

At that time, we covered approximately 120 cities and towns in northeastern Massachusetts.

Now, our goal was 500 new members by the year 2000. Unfortunately, as any Financial Secretary can attest, goals don’t provide a broader sharing, or lowering, of costs among existing members, and goals certainly won’t pay the bills or build treasury reserves for the inevitable lean times.

Successful goals, however, transcend into measurable results. The results were not 500, but 1,500 new members between 1996 and 2001. Local 7 had 1,800 members in 1996 and over 3,300 members in 2001. The driving force behind this successful endeavor went on to become our International’s Executive Director of Organizing; and currently serves as our General Treasurer.

Nobody better understands the relationship between effective organizing and growing our membership and the resulting effect it has on our fiscal viability.

It’s irrefutable, inarguable, more union density results in higher wages, better funded pensions, and financial security at every level of our Organization.

It is for these reasons, and many more, that I proudly place the name of Brother Bernie Evers, Book No. 1069659 into nomination for General Treasurer of this great Organization.

Thank you.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Is there a second to the motion?

The chair recognizes the delegate at Mic 4.
DELEGATE BAKER: Thank you, Mr. Chairman, my name is Laurence Baker, Membership No. 916401. I’m a proud member of this International. I’m here as a delegate from Local 97, British Columbia, Canada. I’m also the Dispatcher and Business Agent of my Local and I’m honored to be able to second the nomination of Bernie Evers for the position of General Treasurer.

I first met Bernie back in 2001 when I was hired in Local 97 as an organizer and Bernie was the Department Head of Organizing.

Bernie’s enthusiasm and his passion was contagious, and I had the pleasure of working with Bernie on organizing campaigns throughout North America.

We are at a crossroad in the ironworking industry where we can either grow and take back market share from the non-union sector or watch our membership shrink.

We need continued strong leadership to combat the non-union, merit shop, unions of convenience and wall-to-wall unions all trying to eat our lunch.

I believe with Bernie’s strong stewardship, the International will have the financial stability going forward to combat these threats.

Having spent considerable time with Bernie over the past 15 years, I consider him a very special man. He has an innate quality to bring out the best in everyone who crosses his path. He has a progressive mind and is not afraid to think outside of the box to get issues resolved.

DELEGATE COULOMBE: Good morning, Mr. President, I rise to second the nomination of Brother Jay Hurley.

General President Dean, General Officers, Fellow Delegates and Guests, my name is Roy Coulombe, Membership No. 886260. I am an elected delegate to the 43rd International Convention and Business Manager of Local Union #37, Providence, Rhode Island, the greatest Local there is.

I proudly rise to second the nomination of Brother Jay Hurley as First General Vice President of our great International Union of Iron Workers, respectfully submitted Paul F. Lynch.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 1.

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(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 1.
became a delegate at Mic 3.  

DELEGATE DEE: General President Dean, General Officers, Delegates and Guests to the 43rd Convention, my name is Richard Dee, Book No. 901985, proud member and delegate of Local 135, Galveston, Texas and General Organizer of this great International Organization.

Mr. Chairman, it is an honor and a privilege for me to stand before this body and be able to make the nomination for the office of Second General Vice President of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Marvin Ragsdale is a second generation Iron Worker who started his career at Local 482, Austin, Texas as an apprentice in 1976. He became a journeyman in 1979 and served on the Executive and Examining Committees.

He then was elected as Business Manager in 1987 and served in that position until 1996. That year, he went to work as a District Council Representative of the District Council of the State of Texas. In 1998, he was appointed to the position of General Organizer.

Marvin became the President of the District Council of the State of Texas in 1999 with the retirement of General Vice President James Martin, where today, he still serves as President over what is now the District Council of Texas and the Mid-South States. Marvin, also in 1999, was appointed to the Board of Directors of the San Antonio branch of the Federal Reserve Bank of Dallas and served in that position until 2004.

In August of 2010, he was appointed to the office of General Vice President by General President Hunt.

I first heard the name Marvin Ragsdale many years ago as a bright young man that could fill the shoes of one of the great business managers of our District Council, D.A. Ragsdale, Marvin’s father.

Right they were in seeing the man that could carry the load at a time when it was open season on the unions in our jurisdictions. His progressive ideas over the years have helped guide our Local Unions and Council through the rough waters in the right to exploit states that are in our Council.

Today with Marvin’s wisdom and guidance, we have been able to bring in the programs to the Local Unions and training centers to help get us into the 21st Century by looking at ourselves as businesses and working as partners with our contractors and owners, in order to procure more man-hours for our membership in this anti-union environment that we face daily.

At the same time, Marvin has his Local Union and membership’s interest in mind always by making sure our contractors and owners do what is agreed upon.

To know Marvin, you just need to know the Ragsdales. You couldn’t ask for a more respected family with Marvin’s mother, Jeanne; his wonderful wife, Karen; sisters, Judy and Diane; his son, Dustin and his daughter, Holly, who is our District Council office manager. They make you feel like you’re part of the family. If there are issues that need to be resolved or a crisis in the making, wagons would be circled.

This is also true of our District Council, when a Local Union or a member is in crisis, Marvin has the right wagons circled. Mr. D.A. Ragsdale will be looking down with pride and a smile.

We are very fortunate to have a Marvin Ragsdale, not only as our District Council President, but as one of our General Vice Presidents.

I’m so proud of the work ethic of this man and the many hours he puts forth for the betterment of this great Union.

It is with great pride and respect that I nominate Marvin L. Ragsdale as our Second General Vice President of this International Association.

Thank you.  

(STANDING OVATION.)  

GENERAL PRESIDENT DEAN: The chair recognizes delegate at Mic 3.

DELEGATE SMITHERMAN: Thank you, Mr. Chairman.

My name is Ronnie Smitherman. I’m the Business Manager and Financial Secretary/Treasurer of Local 263 in Dallas, Texas. My membership number is 957551 and I’m going to make this short and sweet, I would like to second the nomination for Marvin Ragsdale for General President — General Vice President.  

(Applause.)

DELEGATE DRAKE: General President Dean, General Secretary Piksa, General Treasurer Evers, Fellow Delegates and Guests to this 43rd Convention. My name is Robin Drake, book #1133083. I am an elected Delegate, Financial Secretary, Treasurer & Business Manager for Local Union No. 482 in Austin, TX.

On behalf of myself and the District Council of Texas and the Mid-South States, I am extremely honored and proud to second the nomination for my Friend, Brother and Mentor Marvin L. Ragsdale for the position of Second General Vice-President of this great International Organization. One in which I have been a proud member of for over 30 years.

Marvin Ragsdale has proven time after time that he has the leadership skills, courage, passion and unquestionable love bigger than the great state of Texas. He has the capabilities and desire to take this great organization to the next level and beyond for generations to come. Marvin Ragsdale has always been there not only for myself, but for all union brothers and sisters. Whenever we needed guidance, advice or support, he was always someone we all could count on and trust.

Marvin Ragsdale is a strong family man as well as a great leader, motivator and above all, a brother. He was raised in an Iron Worker family and bleeds Iron Worker. Brother Richard Dee mentioned Marvin’s father, D.A. Ragsdale. D.A. Ragsdale was a member of Local 482 for 56 years and served as Business Manager for 26 years. Since early childhood, D.A. Ragsdale groomed Marvin to be a leader of this great organization and did an extraordinary job of doing so. Marvin Ragsdale has always been and will continue to be a crucial asset to this great Organization.

In conclusion, I want to mention the words of the famous Albert Einstein, charter member of the American Federation of Teachers Local 552, who said “Try not to become a man of success, but a man of value.” It is important to be someone who brings quality to society, who contributes his efforts, skills and knowledge to improve the lives of others. I know that Marvin Ragsdale will strive for bringing true value and that’s why I believe he is more than worthy of this nomination.

Thank you and God bless.

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Second General Vice President. The nominations for the office of Second General Vice President are now closed.

Congratulations, Brother Ragsdale.
A nomination has been received for Third General Vice President. The chair now recognizes the delegate at Mic 2.

DELEGATE DANIELS: Thank you, Mr. Chairman. Colin Daniels, Book No. 1225804, FST and Business Manager and a proud member of Local 771, Regina, Saskatchewan, Canada.

Mr. Chairman, General Officers, Brothers and Sisters, and Guests, it is both a great distinct pleasure and a great honor to have the opportunity to nominate Brother Darrell LaBoucan to the position of Third General Vice President.

Our organization represents a variety of jurisdiction, laws and people of all races, creed and religion. It takes a talented individual to be able to be our leader. A leader that not only knows our industry, but that certain someone who has the vision to guide us through the many obstacles and challenges in today's world.

An individual who has the ability to make hard decisions, and at times, unpopular ones; however, all these decisions are there to secure market share and are at the best interests of our membership.

Brother LaBoucan is a first-generation Iron Worker, who began his career in 1975 with Local 720 and he started his apprenticeship in 1978.

He has worked as a journeyman, foreman and union steward at various projects across Alberta.

Brother LaBoucan was hired as a Dispatcher in 1989, became Dispatcher/Business Agent in 1992 and then was elected FST/Business Manager in 1995. He held that position as Business Manager for 11 years and during that time doubled his membership size.

In 2006, Brother LaBoucan was appointed by the International to the position of District Council President for Western Canada by General President Emeritus Hunt.

General President Emeritus Wise further appointed Darrell to Executive Director of Canadian Affairs in 2010 and to the status of General Vice President to the International in 2011; positions he currently holds still today.

Brother LaBoucan was instrumental in working with the Labor/Management Co-Chairs at the time in bringing the IMPACT Labor/Management Program north of the border and in developing the Canadian version of the International’s Mobility Agreement that has and will assist in maintaining and increasing Iron Workers’ market share.

Brother LaBoucan has made organizing a top priority and, with his and the assistance of the International, the District Councils and the Local Unions are now fully engaged in successful organizing programs.

To hold the position of a General Vice President within this great Organization, you must represent the members with pride, dignity and respect.

Today, the man I am nominating, "Captain Canada," is a true leader in every sense of the word and is the man we want in our corner.

Brother LaBoucan is not only an Iron Worker, he's a mentor, a great friend, and above all, a man of respect and honor. Therefore, I am very proud to stand before you to nominate Brother Darrell LaBoucan to the Third General Vice President position.

Thank you.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Is there a second at the mic? The chair recognizes delegate at Mic 1.

DELEGATE BOHNE: Thank you Mr. Chairman.

Mr. Chairman, International Officers, Delegates and Guests. I am Eric Walter Bohne, General Organizer, book number 1203162.

I am honored to second the nomination of Darrell LaBoucan for the position of General Vice President. I have known Darrell for over a decade.

As President of the Western District Council of Canada and as Director of Canadian Affairs, Darrell’s commitment to the field, the shop department and this Organization, has been extraordinary.

Our Union, as you all know, is a democratically run organization. And at times, we Canadians have had our challenges on important issues affecting our organization. But under Darrell’s stewardship, we are stronger because of our differences and not in spite of our differences.

As such, I believe it is imperative that Brother LaBoucan hold this important position on the General Executive Council of the Iron Workers Union.

Therefore Mr. Chairman, I second the nomination of my friend Darrell LaBoucan.

(Applause.)

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Third General Vice President. The nominations for Third General Vice President are now closed.

Congratulations, Brother LaBoucan.

(Standing ovation.)

A nomination has been received for the Fourth General Vice President.

The chair now recognizes — all these lights are still on. You have to shut the lights off, guys. Okay. All right.

The chair recognizes the delegate at Mic 4. For all nominators, please turn the light on at your stand. That will let me know where you're standing and I can call you.

Thank you.

DELEGATE ELLIS: General President Dean, General Officers, Fellow Delegates and Honored Guests, my name is Rick Ellis. I'm the President/Business Manager and Financial Secretary/Treasurer of Iron Workers Local 207, Youngstown, Ohio. My member number is 1077964.

It is with great honor and humility that I stand before you at this 43rd Convention and have the privilege to nominate Kenneth "Bill" Dean an Iron Worker and good friend as Fourth General Vice President of our International.

The first time I met Bill was in August of 2001 in this great city at our 40th Convention. I have now had the opportunity to work with him for the past 14 years.

Mr. Dean is a man of remarkable integrity, who I’ve found to possess great leadership skills; a man that has the strength and courage to stand by his convictions with the foresight and dedication to help drive this great Organization forward.

However, Bill is not a “my way or the highway” kind of guy. It’s his willingness to try something different, his understanding that no one knows everything, but everyone knows something or someone to help get a job done.

Bill works countless hours on assignment for our International often spending numerous nights away from home and his lovely wife Clara. He is a man that’s never turned his back on anyone and always has an open ear.

When my father was at the end of his life, Bill shared a story with me of his father’s passing and then when my father passed away, Bill was one of the first people I heard from.

Words like — sorry.

Before writing this nomination, I thought what words would Bill best be summed up by, and words like “genuine,” “hard working,” “trustworthy,” “truthful,” “integrity,” “kind” and “honest” came to mind. These are words that best describe great leaders.

Bill was initiated into Local 549 Wheeling, West Virginia in December of 1977 he was elected Business Manager/Financial Secretary/Treasurer of Local 549 in 1994 — I’m sorry, I can’t finish this.

(Applause.)

GENERAL PRESIDENT DEAN: That’s not a problem. Take your time, Brother.

(Standing ovation.)
DELEGATE ELLIS: — and served in that position until General President Hunt appointed him General Organizer in April of 2008. Bill was also elected President of the Upper Ohio Building Trades in 1997 and served in that position until 2008. Upon the retirement of First Vice President Robert Spiller, Bill was appointed President of the Northern Ohio, Western Pennsylvania and Northern West Virginia District Council. General President Wise appointed Bill to the position of Ninth General Vice President in 2013.

It’s truly an honor to support a man that possesses all the qualities that are needed to represent this outstanding International. Therefore Mr. Chairman it is with great pride that I rise today to nominate Kenneth “Bill” Dean to the office of Fourth General Vice President of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Thank you.

(Sitting ovation.)

GENERAL PRESIDENT DEAN: Thank you, Brother.

The chair recognizes the delegate at Mic 4.

DELEGATE SWANSON: General President Dean, General Officers, Delegates and Guests, my name is Bengy K. Swanson, book number 1302676. I am the Business Manager of Local 549 in Wheeling, WV; also the home Local of Brother Kenneth “Bill” Dean.

I am in a unique position here today, not only has Bill Dean served as my Business Manager, General Organizer, and recently General Vice President, he also serves as my father. With that being said, I have seen first-hand the dedication and life-time commitment Brother Dean has pledged to the Iron Workers. Whether it was him filling jobs at the dinner table on Christmas Eve or spending much of his work week away from family in another District Council.

I think anyone here who has personally worked with Bill will agree he graciously takes on any assignment and stays committed until it is resolved.

So it is easy for me to stand here and to say I am honored to second the nomination of Kenneth “Bill” Dean for the Fourth General Vice President of this great International Association.

Thank you.

(Sitting ovation.)

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Fourth General Vice President. The nominations for Fourth General Vice President are now closed.

Congratulations, Brother Dean.

(Sitting ovation.)

A nomination has been received for Fifth General Vice President. The chair now recognizes the delegate at Mic 1.

DELEGATE SWEENEY: Good morning, General President Dean, General Secretary Piksa, General Treasurer Evers, Distinguished Guests and Delegates to this 43rd International Convention of this great Organization.

My name is Richard Sweeney. My book number is 1090893. I am the President and Business Manager of Iron Workers Local 399 in Camden, New Jersey.

I am honored and very proud to nominate my brother, Stephen M. Sweeney, Member No. 981768 as the Fifth General Vice President of this International.

Steve became an apprentice in 1977 and was upgraded to journeyman in 1980. Steve worked as a journeyman and a foreman for Thomas Lindstrom Company until being appointed Business Agent in 1988. He also served as Apprentice Coordinator at this time.

In 1998, Steve was elected Financial Secretary/Treasurer/Business Agent, a position he held until being appointed General Organizer and President of the Philadelphia and Vicinity District Council in 2008. Steve was appointed Eighth General Vice President in 2014.

Steve observed that the only way he could really help the working men and women in the state was to get involved in the Democratic process. Steve was elected Freeholder of his county in 1997 and was selected by his peers to be the Freeholder Director in 1999. He served as Director until 2010.

Since that time, there has never been a job that has — all the jobs have been done union in his county since that time.

(Applause.)

Steve decided to run for the New Jersey state senate in 2001. He ran against a 28-year incumbent Senator against great odds and was elected to serve. One of the first pieces of legislation that Steve sponsored was a bill allowing municipalities and public entities to attach Project Labor Agreements to state-sponsored construction projects, which we have had hundreds in that time.

Steve also proposed bills to raise the minimum wage that has a cost-of-living adjustment every year and created the Family Leave Act, which helps and protects working families in crisis.

Steve sponsored legislation to expand the development of offshore wind energy generation sites. This bill and bills like it helped make New Jersey a leader in the development of alternative energy sources, which paved the way for the state to become the nation’s wind energy manufacturing hub.

We also, in 2014, had the Economic Opportunity Act, which has created over a couple billion dollars worth of work in the city of Camden, all done with project labor agreements.

(Applause.)

Steve was selected to serve as majority leader of the Senate in 2007 and three years later, he became Senate President. When the governor of New Jersey was out of the country, Steve served as the acting governor.

Steve has mentored and developed programs for normal working class people to enter into politics. He has supported many building trades candidates running for political office.

One of the main things he has done is he has given us a voice at the table. In this room, we have people that were appointed to Improvement Authorities, Planning Boards, College Boards, CR EDA and the Delaware River Port Authority, which again, built billion of dollars worth of work all done with project labor agreements.

One thing about Steve with all his success in politics, he always introduces himself that he is an Iron Worker from Local 399.

(Applause.)

I am proud to nominate my brother, Stephen M. Sweeney as the Fifth General Vice President.

Thank you.

(Sitting ovation.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 1.

DELEGATE WOODALL: General President Dean, General Secretary Piksa, General Treasurer Evers and Delegates to this 43rd Convention of the Iron Workers International, I am Delegate Ray Woodall and the Business Manager for Iron Workers Local 11, Newark, NJ.

I am proud and honored to second the nomination of a brother Iron Worker that has shown the leadership qualities worthy of a Vice President of this great Union.

The obvious would be to speak about how having an Iron Worker as the Senate President has been beneficial to every trade in the State of New Jersey, but that could take hours. Instead I would like to speak to Brother Sweeney’s character.

Since our last Convention Brother Sweeney handled the difficult task of merging five Locals in North Jersey. Each Local having proud members and each having different personalities. There was a lot of hard feelings and a lot of misguided anger. But through the transi-
tion period, I watched and learned as Brother Sweeney explained what was going on and guided us through the necessary changes that, while unpopular, have strengthened us in the long run. We were treated with respect, were given direction, and the trust to know that we were ready to once again stand on our own. Most importantly we were treated fairly. This brother member has more on his plate and can multitask better than any human being I have ever met. I am honored to call him a friend and a mentor. It is for these reasons that I proudly second the nomination of Brother Stephen M. Sweeney as Fifth Vice President to this International Association.

(Applause.)

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Fifth General Vice President. The nominations for Fifth General Vice President are now closed.

Congratulations, Brother Sweeney.

(Applause.)

Nominations have been received for the Sixth General Vice President. The chair now recognizes the delegate at Mic 3.

DELEGATE SIGOUIN: Thank you, Mr. Chairman.

GENERAL PRESIDENT DEAN: Get in the mic. Get up there. Thank you.

DELEGATE SIGOUIN: I am trying.

Gaetan Sigouin, Book No. 1140735, BMFFC, Ottawa, Ontario, Canada.

Mr. Chairman, General Officers, Brothers and Sisters and Guests, it is with pride and honor that I stand before you to nominate the Sixth General Vice President.

Ontario is Canada’s most populous province by a large margin and accounts for nearly 40 percent of all Canadians and is the second largest in total area. Ontario is home to the nation’s capital, the city of Ottawa, and our nation’s most populous city, Toronto.

Ontario and its wide variety of jurisdiction need a strong and vibrant leader to represent us all in the everyday challenges we face.

Brother Kevin Bryenton is that leader, and I am proud to serve as the First Vice President in our Council under his leadership and prouder still to call him my friend.

Brother Bryenton is a second-generation Iron Worker, son of Ken Bryenton, Local 229, San Diego, who later transferred to 721, Toronto.

Brother Bryenton started as a permit in 1986 as a 16-year-old and joined as an apprentice in 1987.

Kevin graduated as an outstanding apprentice and won the Ontario District Council Apprentice Competition. He then competed in the International competition in Alaska and finished sixth.

Brother Bryenton also picked up three honors degrees along the way and is a graduate of the Harvard Trade Union Program.

Brother Bryenton served Local 721 as Apprentice Instructor, Apprentice Coordinator, Business Agent, Vice President, Executive Committee and President.

Brother Bryenton was appointed General Organizer by General President Hunt in 2009, was appointed President of the Ontario District Council the same year and elected in 2015. He was appointed Sixth General Vice President under our General President Dean in 2015.

Kevin also served his Local and Council in many provincial advisory committees and had extensive involvement in curriculum and training standard development with the Ontario Ministry of Training, Colleges and Universities.

Kevin was selected by the National Training Fund to instruct in the annual summer training program in 2002 and continues teaching in the Advanced Business Manager’s Program today. He also worked in the development of the core curriculum and over ten instructional manuals.

Kevin currently sits on the Construction Division Board of the Ontario College of Trades and administers the Ontario Iron Workers Trade Improvement Plan, along with the safety committees for the Province and Canada.

Kevin works as the Eastern Canada representative on the General President Maintenance Committee of Canada and he also co-chaired the RAB 12 Impact.

Along with his beautiful wife Kelly, Kevin has four children: Michael, 19; Nicholas, 17; Christopher, 16 and Madeline, 12.

It is with pride that I stand before you today and nominate Kevin Bryenton to the position of Sixth General Vice President.

Thank you, Mr. Chairman.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 3.

DELEGATE MURPHY: Thank you Mr. Chairman.

General Officers, Delegates and Guests, my name is Aaron Murphy, Book number 749166, Business Manager/Financial Secretary/Treasurer and proud 50-year member of Iron Workers Local 721 Toronto.

It is an honor and a pleasure for me to second the nomination of Kevin Bryenton for Sixth General Vice President of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Kevin began his career in Local 721 as an apprentice and in 1987 represented the Ontario District Council as the outstanding apprentice in Alaska.

Kevin worked throughout the large geography of our Local Union and beyond in all facets of the trade and in 1999 came to work for the Local Union as an apprenticeship instructor. Shortly afterwards became the apprenticeship and training coordinator and in 2001 became the Vice President of Local 721.

Kevin moved up to become President and Business Agent in 2005 and held the position while he was appointed General Organizer by General President Joe Hunt in 2009.

While we were sorry to lose Kevin we were proud to see him succeed.

With the retirement of the Vice President Marr in 2009 Kevin became President of the Ontario District Council, a position he still holds to this day.

In 2015 General President Dean appointed him as Sixth Vice President of the International and made the members of Local 721 very proud.

It is a great pleasure to see one of our own take the stage at this 43rd Convention and represent all that is great about Toronto, Ontario and Canada. Thank you.

What I will simply say is thank you, Kevin. Thanks for all the support and all the hard work and dedication you’ve shown to the members of 721, Toronto, your home Local.

Thanks for all you have done for the Ontario District Council making it one of the greatest in the International and thanks for all your dedication and hard work that you’re going to bring to the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. And more importantly, thanks for being my friend.

(Applause.)

GENERAL PRESIDENT DEAN: The chair would ask the delegate to state his name and book number just so we have it for the record.

DELEGATE MURPHY: Sorry. I didn’t want to give away my age. Aaron Murphy, Local 721, Toronto. My book number is 749166.

(Applause.)

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Sixth General Vice President. The nominations for Sixth General Vice President are closed.

Congratulations, Brother Bryenton.

(Applause.)
The nomination has been received for the Seventh General Vice President. The chair now recognizes the delegate at Mic 3.

DELEGATE SATALIC: Hello, Delegates. My name is Craig Satalic. I’m the Business Manager and President of Local 1. My book number is 993355.

General President Dean, General Secretary Piksa, General Treasurer Evers, all the Vice Presidents, Brothers and Sisters, and all the Family Members here, I’m here to nominate my friend, Bob Boskovich, a 44-year member of Iron Workers Local 1, a baby, as I am, as Seventh General Vice President of this International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Fellow Union Delegates and Friends, Bob Boskovich, I assure you is not just a 44-year member of Local 1. He has a stamp of 1972 without any breaks. Bob is certainly not without determination, character, forthright spirit and attitude.

I personally know Bob as a friend, co-worker, peer and mentor for over 35 years. His perseverance is incredible. His fair minded approach in any political climate has been tremendous.

We have been through many experiences from good old-fashioned ironworking in every condition imaginable. Trust me, in Chicago, everything goes in Chicago.

We’ve done some tough contract negotiations, raising children, getting to know all our brothers and sisters and ironworkers and their families, tragedies and triumphs.

Bob has strong beliefs and has the support strength to all brothers in trade.

Bob Boskovich has a current position in the International as the Seventh Vice President. He started out as an apprentice Iron Worker in Local 1, then as a journeyman in many leadership roles, including Executive Board member, Vice President, Business Manager, President and District Council President.

His tenure has prepared him to hold any office and he will continue to add his expertise and knowledge in the areas upon which he may be called.

It is with a good conscience, an honest appreciation and a sincere heart for the betterment and good standing of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers I nominate Bob Boskovich as the Seventh Vice President of this great International.

Thank you for the opportunity to speak to you today and for the pleasure to see all of you here today, and most importantly, for accepting the nomination of Bob.

(Standing ovation.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 3.

DELEGATE AUSTIN: My name is Matthew Austin, Book No. 1111475, Business Agent of Local No. 1, Chicago.

I would like to second the nomination of Robert Boskovich for Seventh General Vice President. I have known Bob for over 30 years and consider him a true friend. I served as VP when he was President/BM of Local No. 1 and can personally attest to the dedication and determination of Bob to always do what is in the best interests of the Union and his brother and sister Iron Workers. He has worked in all aspects of the ironworking trade and his knowledge and experience has been an invaluable tool in his rise as a leader. Anyone who really knows Bob, knows that he is a man who isn’t afraid to speak his mind, will stand his ground for what he believes in and who always stays true to his beliefs. As Seventh General Vice President, Bob will continue to make an impact on our Great Union through working with the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Seventh General Vice President. The nomination for Seventh General Vice President is now closed.

Congratulations, Bosco.

(Standing ovation.)

A nomination has been received for the Eighth General Vice President. The chair now recognizes the delegate at Mic 1.

DELEGATE ZAMPA: President Dean, General Officers and Fellow Delegates, it is my pleasure and privilege to address this delegation.

My name is Dick Zampa Jr., Membership Number 923348 from Local 378, Oakland, California.

GENERAL PRESIDENT DEAN: Get in that mic a little bit, Dick.

DELEGATE ZAMPA: Local Union 378 is a proud member of the District Council of California and Vicinity that includes Locals from California, Nevada, Arizona and the Hawaiian Islands.

I’m here to nominate for Eighth General Vice President Don Zampa, Member Number 1005753.

Brother Zampa is a third-generation Iron Worker and has been a member in good standing with Local 378 since he began his apprenticeship in 1978.

Don has served the Union as an elected representative since 1987 to the offices, including Executive Board member, President, Organizer, Business Manager for Local 378.

In 2006, Don was appointed to the position of General Organizer.

In 2015, Don assumed the position of President of the California District Council. Later that year, Don was appointed to Eighth General Vice President of this great International Union.

Don’s reputation as a skilled and hard working journeyman in the field continued as he accepted positions of union leadership. When it comes to work, he is the first to arrive and the last to leave. Don has worked tirelessly for over three decades to represent and organize Iron Workers. His dedication and commitment to the Union has been inspiring.

It is with great pleasure that I nominate Don Zampa, Member Number 1005753 to the position of Eighth General Vice President.

(Standing ovation.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 1.

DELEGATE SAVORY: Mr. Chairman, Officers and Delegates of this 43rd Convention, my name is Don M. Savory, Business Manager of Local 135, Fresno, California, Book number 1213761. It is a privilege and an honor to second the nomination of Brother Donald Zampa for the office of Eighth General Vice President of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Witnessed Don hit the ground running when he became the President of the California and Vicinity District Council. It was obvious that he had been preparing for the job, as any good Iron Worker would. He understands the needs of the membership, as well as what is necessary to keep our contractors competitive. He has personally witnessed the hard life of non-union workers doing our work in different regions around the country and fully understands the importance of organizing.

Don comes from a long line of Iron Workers. His grandfather, Al Zampa, worked on the Golden Gate Bridge, and is the only construction worker in the country to have a bridge named after him. His father, Dick Zampa Sr. had a very long and illustrious Iron Worker career, serving his Local as Business Manager, then a long tenure as our District Council President. His brother, Dick Jr., is the Director of Apprenticeship for the California District
Brother Mahoney is a tireless worker with a tremendous work ethic. He is a progressive thinker who is constantly looking for ways to improve the lives of Iron Workers, and for ways to move our industry forward in a positive manner.

Brother Mahoney’s word is his bond, if he says he’s going to do something, consider it done. If you are around Brother Mahoney long enough, you will hear him say that if you’re going to put your name on something, then do it right.

Brother Mahoney is a family man who has a tremendous support system at home, led by his lovely wife Larissa and three wonderful children, Ryan, Kaitlyn and Nadia.

General President Dean, it is my honor to place the name James P. Mahoney for Ninth General Vice President into nomination. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes delegate at Mic 3.

DELEGATE CHARTRAND: General President Dean, General Officers and Delegates and Guests, my name is Matthew Chartrand, Membership No. 1209272. I am an elected delegate to this 43rd International Convention and I am also the Business Manager/Financial Secretary of Iron Workers Local 361, Brooklyn.

I am honored to be standing here today to second the nomination of James Mahoney for the Ninth General Vice President to this great International of Iron Workers. Jimmy has been a leader from day one, on the job, at rallies, where ever and in whatever position he has held.

As NY State District Council President, filling the shoes of Ed Walsh was no easy task, but Jimmy has succeeded. He lets you speak your mind and then he guides you in the right direction with confidence. That is why he is a great leader. Whether it is a membership issue, which we all have, a jurisdiction issue with the enemy, or local and state issues, Jimmy always has your back.

We all know that when you are in a fight, you hope the guy on your side can throw a haymaker. Well, Jimmy can do that or pepper them with combinations of why the union is the right way.

I know that he has and will do the same as your Ninth General Vice President, which is why I stand here today to second the nomination of James Mahoney for Ninth General Vice President of our great International.

(Applause.)

GENERAL PRESIDENT DEAN: No other nominations were received for the office of Ninth General Vice President. The nominations for Ninth General Vice President are now closed.

(Applause.)

Convention standing Rule No. 25 provides that at the conclusion of all the speeches in support of nominees, upon a motion made and seconded and approved, the General Secretary may be directed to cast a single ballot for all uncontested candidates.

The chair now recognizes delegate at Mic 2.

DELEGATE SILVEY: Mr. President, my name is Mike Silvey, Book No. 978003. I represent Local 433 in Los Angeles, California as Business Manager/Financial Secretary and delegate to this Convention.

As I look across the podium, it gives me great confidence to see such a group of competent, compassionate, hard working and accomplished men nominated to lead our Union. You men will craft our future and write the next pages of our history.

I guess we all need to trust that you will have the courage and the character to make those hard decisions, the tough ones that will be required to grow and strengthen our great Organization.

Today it is my great privilege and profound honor to make the motion that the General Secretary cast a single ballot in favor of nominating or appointing these men to office. Thank you.

GENERAL PRESIDENT DEAN: Thank you.

(Applause.)

A motion has been made. Is there a second? Chair recognizes the delegate at Mic 2.

DELEGATE O’DONNELL: Mr. President, my name is Tom O’Donnell, Book No. 1181773, Business Manager/Financial Secretary/Treasurer of Local 712, Vancouver, British Columbia, I second the nomination.

Like my brother I share his feelings that the men who have been nominated to International office will lead us into the future with dignity and strength. Thank you.

GENERAL PRESIDENT DEAN: Thank you.

(Applause.)

It’s been moved and seconded that the General Secretary cast a single ballot for all uncontested candidates. Those in favor of the motion please signify by saying aye.

(Chorus of ayes.)

Opposed?

(No responses.)

The motion is carried. Gentlemen, your officers.

(Sitting ovation.)
GENERAL SECRETARY PIKSA: Thank you, General President Dean. I will now cast a ballot for all uncontested candidates. A white ballot has been cast, thank you for your support.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Ron. The following officers have been elected. Ninth General Vice President James Mahoney.

(Applause.)

Eighth General Vice President Don Zampa.

(Applause.)

Seventh General Vice President Robert Boskovich.

(Applause.)

Sixth General Vice President Kevin Bryenton.

(Applause.)

Fifth General Vice President Steven Sweeney.

(Applause.)

Fourth General Vice President Kenneth “Bill” Dean.

(Applause.)

Third General Vice President Darrell LaBoucan.

(Applause.)

Second General Vice President Marvin Ragsdale.

(Applause.)

First General Vice President Jay Hurley.

(Applause.)

General Treasurer Bernie Evers.

(Applause.)

General Secretary Ron Piksa.

(Applause.)

And you have also elected me as your General President.

(Applause.)

Brothers and Sisters, your General Executive Council.

(Standing ovation.)

On behalf of the General Executive Council we thank you from the bottom of our hearts. We will have an official swearing in ceremony this afternoon and I will reserve my remarks until that time, but thank you Brothers and Sisters. Thank you.

(Applause.)

Two of the values Iron Workers hold dear are service and sacrifice, that’s why so many of our members are brave veterans who risk everything to serve our two countries. And that’s why all of us, whether we served in the armed forces or not, honor all those who did. Those who fought on the battlefield, those who were prepared to do so and those who supported our troops in other ways are heros.

Sometimes the word gets used too often these days, but it applies absolutely because our veterans are the real deal. True heros. Today we honor Iron Worker heroes who are currently serving in the military by scrolling their names on the screen behind me. Please watch.

(Video presented.)

(Applause.)

Now we would like to recognize all our brothers and sisters who have kept us safe and protected our freedoms. Would those who are veterans of the United States and Canada, please stand and be recognized. Please turn on the house lights.

(Applause.)

Words and applause cannot adequately convey our gratitude for your sacrifice and service, but please accept our deepest thanks.

Welcome home, Brothers and Sisters.

(Applause.)

I’d also like to pay a special tribute to a member of the Iron Worker family.

Brother Dave Kolbe is a proud Vietnam veteran, whose commitment to service has marked every step of his career. When he returned home from the war he joined our craft, becoming a proud member of Iron Workers Local 55 in Toledo, where he has presently received his 40 year pin.

At just 33 years of age, Dave was elected Damascus Township Trustee. Later he served four years as Henry County Commissioner. In 1994 he became Political and Legislative Director for the Ohio AFL-CIO.

Ten years ago, General President Emeritus Hunt had the wisdom to appoint Dave as our International Union’s Political and Legislative Director, where he has done a great job strengthening our members’ voices in the ballot box and in the corridors of power.

Dave helped found the Union Veterans Council in 2009 and he has served on its Executive Committee ever since. He is one of the greatest champions of Helmets to Hardhats. And he also works with No Greater Love to recognize and honor those who have served in our armed forces.

For all these reasons it came as no surprise, but it’s still a great honor when Dave was inducted into the Ohio Veterans Hall of Fame last year. This recognition of his leadership on behalf of his fellow veterans was long overdue and richly deserved.

Dave, on behalf of every one of our members and especially our members who are veterans, please accept our heartfelt congratulations. Thank you, Dave.

(Standing ovation.)

Now, I’ll turn the microphone over to General Secretary Piksa.

GENERAL SECRETARY PIKSA: Thank you, President Dean. We’ll now conduct the drawing for the special United States and Canadian flags. The winner of the U.S. flag is Eric Graham, Local 568.

(Applause.)

The winner of the Canadian flag is Brian Hamlin, Local 700.

(Applause.)

Congratulations to both of you. Make sure you come up on the dais, we want to get a picture.

Also we want to make sure that everybody has an opportunity to win one of the prizes. Make sure that you’ve got all your raffle tickets turned in. Scott Malley has been handling that. So, again, if anybody has purchased raffle tickets to be in the drawing, you have to get those drawing tickets turned in. So make sure you’ve got that done.

At this time I have got the following announcements to make. District Council photos will continue to be taken this afternoon in the Mirage Events Center right behind us on the same podium as the District Council—the group pictures have been taken. District Councils scheduled for this afternoon are St. Louis and Vicinity at noon. Western Canada at 12:15. Rocky Mountain 4:15. The Regional District Council at 4:30.

If you haven’t been in the exhibit hall, make sure you take time to see the historical displays and exhibits located, again, in the exhibit and event center in Event Center A. You’ll be impressed with all of the Iron Workers memorabilia and the interesting displays. And make sure you get to visit that before it’s removed.

The IPAL booth is located in the event center also and your contributions will graciously be accepted. This is one place that, again, as you’ve heard the comments during the week, that we need your support.

At the conclusion of our session this morning, I ask our District Council Presidents to report to my office in the Barbados B room to participate in the lottery drawing for the seating at the General President’s Dinner. The dinner will be held tomorrow evening in the grand ballroom. We always have a fair drawing, so once again, be in my office at the Barbados B room for the drawing for seating for the dinner tomorrow night.

Okay, we have got a winner for the Blast and Cast Raffle, Iron Workers Local 24, no name.

(Laughter.)
SECOND DAY
Tuesday, August 23, 2016
AFTERNOON SESSION

(Whereupon, the Convention session reconvened at 1:00 p.m. on Tuesday, August 23, 2016.)

GENERAL PRESIDENT DEAN: Brothers and Sisters, please take your seats. I hereby call the Convention to order.

As you know, training is the heart and soul of our great Union, training is what makes us the most skilled workers in our craft and in our industry. It’s what makes us the most professional workers in our craft, our industry, and what fuels our ability to organize and grow.

The following video details what we do, why we do it and how we’ve developed the best training capacity of any union in North America. Please watch the video.

(Video presented.)

(Applause.)

Well I know many of you are hunters and avid anglers. This is a great tradition of the Iron Workers who are devoted sportsmen, but what organizations are there really out there fighting for our rights, making sure we have access to the land, rivers, streams, that allows fighting for our rights, making sure we have what organizations are there really out there avid anglers. This is a great tradition of the USA. Please watch the video.

(Video presented.)

(Applause.)

General President Dean, I’ll turn the microphone back over to you.

GENERAL PRESIDENT DEAN: Local 24 will have their choice, once again, of the four things that were on the raffle tickets, the shotgun, the rifle, the fishing gear or the mini statue of the ironworkers on the beam. And if we do give them a rifle, make sure there is no ammunition.

(Laughter.)

We will now recess for lunch. Please return to your seats by 1:00 p.m. We are going to get two hours off.

(Whereupon, a lunch recess was taken.)

Brothers and Sisters, please join me in welcoming the Union Sportsmen Alliance’s Mike d’Oliveira.

(Applause.)

USA DEPUTY DIRECTOR D’OLIVEIRA: Wow, thank you President Dean. Thank you, Executive Council. And thanks to all of you for allowing me to be here. It’s such a great honor, it truly is. And I’ll tell you, though, I’m the second USA representative here today.

Not sure if you’re aware but there was a dynamic labor leader that started the morning, his name is President Richard Trumka. He is also the chairman of the Union Sportsmen’s Alliance and he’s proud to tell you that he is Member No. 000000001. He carries that card proudly. Do not challenge him, he will whip it out and tell you the story. Trust me on that.

Before we get started I would like to do something simple, a show of hands. If you personally have a passion for the outdoors, hunt, fish, shoot, boat, use your ATV, hike or camp, would you please raise your hand?

(Hands raised.)

There you go. I knew I was in the right room. I knew that too because I came in yesterday and it seems that everybody that spots this bold logo wants to tell me about their hunting and their fishing and their outdoor experiences with their families and their union brothers and sisters. And that is such a remarkable thing and please don’t stop, I enjoy every single one of them.

Before we get started, let me show a video. This is a video that was produced just recently and underwritten actually by two of our national partners. It’s very impactful and it will tell you the story of who the USA is and where we are today. So let’s roll the video, please.

(Video presented.)

(Applause.)

Well thank you for indulging me and letting me show you that video. It’s a pretty powerful indication of what the organization is.

And one of the things that they mentioned as part of the video there, was the fact that the USA was formed because some visionary leaders wanted to bring value to union members in a different way. You see, your leadership here and you every single day focus on your members. You want to make sure that they have fair wages, safe working environments and good benefits. That’s what your focus is on and that’s where it should be.

But some of the leaders wanted to know if they could bring value to union members away from the job site. When the whistle blew, what were they interested in? They did their own research in 2006 and what they learned is there are millions of union members who hunt, fish and enjoy the outdoors. Conservative numbers across the entire AFL-CIO is about six to eight million.

Within the building trades, three out of four members answered the question yes and the question was, Do you hunt or fish? Three out of four. So they knew they had an organization that could connect with their members. And as President Dean said, this is your organization, it is by you and for you. And we’re very proud of that fact.

Let me tell you a little bit more about the Union Sportsmen’s Alliance. We are the official outdoor organization of the AFL-CIO and its 56 unions. We are a non-profit organization. We’re proud to say we’re based in Nashville, Tennessee, but we have representation all throughout the United States and we are the fastest growing conservation organization in North America.

Now, friends, I tell you this, there are organizations and they are all good, they have been out there for decades. In nine very short years we have surpassed almost every single conservation. There are still some big ones out there, don’t get me wrong, and we love them all, but in nine years we’ve done what some organizations haven’t been able to achieve in 40 and 50 and 60 years.
It’s a power—it speaks to the power and the potential of what the USA is and the connection with our members. Our mission simply is to unite the union community through conservation to preserve North America’s outdoor heritage. That’s our mission. Our vision is a little more aggressive.

We want to be the most impactful conservation organization in North America. And when you got labor behind you, you’ve got the potential to live up to that promise. Our partners, when we began the organization we had seven, what we call charter unions. Those are our bedrock partners that help underwrite the organization, fund the organization.

At this time I’m proud to show you 16 various affiliates, including our newest addition to the lineup, the NFL Players Association, which just came on to our board of directors earlier this spring. But also our other supporting unions including the Iron Workers International Union, who backs us and supports us throughout North America.

You saw it, we have a wonderful magazine that we put out three times a year. We distribute that to our members. What’s unique about this is it’s union members’ stories and their pictures. They are sharing their passion about the outdoors and I wouldn’t be surprised if you opened up some of those pages and saw some of your own members and some of your friends within that.

We have an award-winning television show and you saw it up there. But let me tell you why we’re very proud of that. Every single episode of that show tells a positive story about unions and their members. Tell me one more show that you flip on the TV and you can see where they are talking about union members in a positive way.

Every one of our guests is the star and they get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union, get to tell our audience why they are proud to be union; what it’s meant to them to be union.

(Applause)

There is somebody out there that belongs on this TV show telling your message. You might be sitting right here. I see a hand right now.

We also have a wonderful—and let me do this, too. This is a gentleman in the video, too, he is a member of the UAW, he was hurt in a terrible accident. The lady standing next to him was his fiancé at the time. She was with him. He’s paralyzed. But he was not going to let his condition stop him from doing the things he loved to do. He is UAW.

That couple is now married. A week after they were married we took them on one of our television episodes and he puts a quote down here, and I wanted to share it with you because I think it’s important. I think it resonates no matter what union you’re in.

It says the union is the only reason I am still working today. My union reps fought hard for me to get back to work. My family and I are lucky to have the strong backing and support that we did. That is a hard working union member that got the opportunity to go back to work because his union had his back. I think that’s a powerful message and I hope it resonates with everybody in this hall.

We have a shooting tour. And I know this looks like the eye chart at the doctor’s office, but we do shoots all around North America. We do about 20, 23 shoots a year. We’ve got a couple more coming up.

By the way, I want to applaud the International. I understand there was a shoot held here on Sunday and what a fantastic thing for the International to host a shoot, and give you an alternative. Nothing wrong with golf, I play it, I play it poorly. We like to call sporting clays golf with guns. And I’m glad some of you had the opportunity to go out there and I hope you enjoyed yourself and had a really good time. But I think it’s spectacular that you had that chance.

There are some markets up here that are still coming up, September, October, November. Take a look at those because if we’re in your community, we would love for you to be represented. We would love for some of your members to be out there and shooting with us.

Now, I want to tell you something unique about the Iron Workers. You probably know there is a million things unique, but many of our shoots are sponsored by our international charter unions, the ones who signed up at the very beginning to support us.

We were approached a couple years back by some gentlemen who said the Iron Workers want to help, we want to do something special as well and with the approval of then President Wise and then Secretary Dean, we were able to put together a hosted shoot in Nashville, Tennessee.

I want to tell you why that’s important. All the funds that are raised at these events help us do the things that we’re doing out there in the marketplace. We help bring your members together. We help them share their passion. Not just for the outdoors, but also for labor. We give them a good day out and then we go out and do all these good works all around North America.

It was the first time an International outside of our Board had ever offered to put one of those functions on. And it was personally attended and hosted by then Secretary Dean, now President Dean, but also at the time First General Vice President Dick Ward and also Melvin Brewer who is District Council President out of the Tennessee Valley Area.

We hosted that shoot, we had over 130 shooters come out, we raised over $50,000 for our organization. We took that story back to our board and it blew them away that another union would step up and say, we need to help, we want to help and here is how we’re going to do it.

I also want to thank the Iron Workers Local 492 and President Gary Lewis and I think Financial Secretary and Business Manager Rodney Good, because they partnered up with us, they had a fall picnic, we combined them. And you talk about a family-friendly day where everybody just had a great time.

So I applaud the Iron Worker’s International for the opportunity to work together to help our organization.

We also do a series of conservation dinners. If you haven’t been to one, come. If it’s in your market, we would love to have you join us. Again, another eye chart. But there are several markets still coming up and we hope you’ll come out, sponsor a table, bring your members out, let them interact with the other trades and let them celebrate what we are as union brothers and sisters in the outdoors.

Let me tell one thing that’s very important about these conservation dinners—they help raise critical funds for conservation. Because what we do in every one of those markets is we hold back funds for a local conservation project and we let the individuals in that market decide what that project is.

See that’s our strength. We can put out a great TV show, we can do shoots, we can do dinners, we can have a nice magazine, but at the end of the day what are we doing? What makes USA different, what makes us unique is we have the ability to unite union members across all types of skills, bring them
together to donate their time and their talent to conservation.

Think how powerful that is. I tell people, if I show up at Habitat for Humanity, great project, Saturday morning, a hundred people are out there. All hundred are well intentioned. But about 95, 98 percent of them don’t really have the skill set to make that build. They don’t. They can help, they can be cheerleaders, they can deliver the coffee and doughnuts, but it’s the core group that does the build.

But what happens if the USA does a project and 100 percent of the people that show up have a skill? Think how powerful we are when we do that.

I want to show you a quick slide. This is just some quick imagery, but we do youth projects, youth mentoring. Just this year alone we took a thousand kids out fishing for the first time in their lives. We are building bridges. We are building structures. We are helping habitat. We are making it available, access available for individuals to get out and spend more time in the outdoors.

And specifically, I want to draw your attention, we’re in the middle of a project right now, it’s for Des Moines, a park in Iowa. It’s the result of a conservation dinner that we did in that market. And let me tell you, if you’re out there, Local 67, you are leading the charge on this project and you are helping us. We are putting together—we were supposed to put together one structure for the benefit of that park, but when you apply union skills and talent we put the first structure up so quick they said, is there a chance you can put the second one up? And we are going to be putting up a second structure.

So I want to do a small shout out because the Business Manager out there, Tom Norton, is doing a great job and he has the right people on his team. We are going to be here for a couple hours following the convention and we will announce the winners later today. Mike, I hope you’ll accept this clock. It’s an Iron Worker’s commemorative clock for our guest speakers. But we’ll ship it to you so you don’t have to clear it through security and probably carry it on.

But again, thank you very much. We appreciate all you do.

USA DEPUTY DIRECTOR D’OLIVEIRA: I appreciate it so much. Thank you.

(Appause.)

GENERAL PRESIDENT DEAN: Our next speaker knows how to give a barn burner. He is often likened to a preacher, but his gospel is that of labor and social justice. He is a sixth generation coal miner who grew up in a United Mine Workers household in Kanawha County, West Virginia. I hope I didn’t butcher that.

He served in Vietnam, went to college and worked for six years in the mines where he was elected Vice President of Mine Workers District 17. In 1982 he was elected Vice President of Mine Workers on the reform ticket headed by Rich Trumka. Seven years later, he was the Field General for the 10-month Pittston strike.

In 1995 he was elected President of the United Mine Workers after Rich Trumka was elected Secretary-Treasurer of the AFL-CIO. And for the past 21 years he’s proven himself as a union firebrand negotiating strong national agreements, organizing and giving voice to the concerns and hopes of not only his great union’s members, but for all working families.

I’m privileged to serve alongside him on the AFL-CIO Executive Council and I serve on the Energy Committee, which he chairs. I’ve seen firsthand what a force he is for his militancy, his solidarity and doing the right thing.

Brothers and Sisters, give it up for our friend, our preacher, our brother, United Mine Workers President Cecil Roberts.

(Appause.)

UMWA PRESIDENT ROBERTS: Well what a nice introduction. How you all doing this afternoon?

("Good" from the floor.)
Hey, you guys fired up?
(Cheers from the floor.)
Aw, now come on let’s see if you are. Are you fired up?
(Cheers from the floor.)
Let me hear you say fired up.
("Fired up" from the floor.)
Aw, come on, I know you ate too much at lunchtime. You act like you’re going to sleep.
Let me hear you say fired up.
("Fired up" from the floor.)
Fired up!
("Fired up" from the floor.)
Fired up!
("Fired up" from the floor.)
Are you ready to go?
(Cheers from the floor.)
All right. Let me tell you something. I always want to compliment you on a couple of things before I say a few words here. First of all, I want to thank you for the decision you’ve made, and it’s none of my business until you do it, all right. You’ve made a decision with respect to the leadership that you are going to have here in the Iron Workers for the next five years. And if I could just say a few words about that.
I know these folks, I have observed Eric and his team, Ron and Bernie, and the others on this Board and I’m telling you something, what comes to mind here this afternoon to try to describe how I view these folks, I recall a young leader in 1955 and ’56 that was 26 years old, his name was Martin Luther King. And he never had a leadership position in his life. But somehow, folks elected him to lead the Montgomery bus boycott, the first ever in the South towards progressive integration and equal rights for all God’s children.
And Dr. King was a modest man, a well-educated man, wasn’t a vociferous man, but certainly was a wonderful leader. People don’t realize this, he was only with us 13 years, he died at 39 at the hands of an assassin, but trying to integrate buses in those days was a difficult proposition and there was no agreement to be had.
Many people don’t know this story, but Dr. King was willing to let African Americans sit in the back of the bus. A lot of folks don’t know that. He just wanted certain seats for African Americans on the bus and he couldn’t get that. Because folks in charge in those days decided you give an inch, you give a mile here, we’re not giving them anything, no rights whatsoever. Then they established carpools to take the poorest of the poor, back and forth. Most of the workers in those days, they were African-American, were maids. So they had to get back and forth and so they formed carpools and then they stopped the carpools, declared them illegal.
And then the Klan got involved and threatened Dr. King’s family’s life and his life and everybody associated with his movement’s life. So here is this 26-year-old young man, thrust into the middle of something he never asked for, right? So then one night he was at a meeting and the Klan blew his front porch off, with his family in the house. So he rushes home, it’s dark and the young African Americans in the community are ready to riot. And Dr. King, in a very calm voice calmed them down.
But about eight months into this, he realized he was in real trouble here and although he was a minister, he had never had a religious experience. He said God had never really spoken to him in any way. Didn’t mean he wasn’t religious, he just said, God never touched me, right?
But one night the strain of this leadership got him, he woke up in the middle of night with all this pressure of his followers on top of him, threats from those who hated him. He walked down the stairs in his modest home in Montgomery. He went to the kitchen table and he put his elbows on the table and he grabbed his head like this and he screamed, My God, my God what have I done? And a voice came to him and that voice said, Martin, just do what’s right.
And Dr. King, until his assassination said he never had any doubts about asking teenagers and kids to be beaten by dogs and go to jail. He never had any qualms about sending people to jail, people getting murdered, he said because it was for the right thing.
I can tell you this about Eric and his team and this goes for Joe and Walt, who I’ve known for years, your leadership has always tried to do what’s right. That’s something you cannot put a price on.
Brothers and Sisters, down through history from the time of Christ to Ghandi to Dr. King to John L. Lewis, to C.I. Odase. The most important thing any of us can do is support the people we elect. You have now elected these people and I ask you to lift these people up, these people are the blood of your blood. They are the flesh of your flesh and they are the soul of your soul. And I ask you to join me in giving them a round of applause that they have certainly earned.
(Applause.)
I do want to make a point if I might. This is my first Iron Workers Convention. Now, Joe Hunt and I were friends for 15, 20 years, we sat right beside each other at the Executive Council in the AFL-CIO, but Joe never invited me here.
("Laughter.")
Then Walt, you don’t mind me — I know you guys like to be called president, but we’re friends, right? He used to be a mine worker, you may not know that, he comes right out of the coal fields and he never invited me here.
So that alone, Eric, makes you a better president than those two guys.
("Laughter and applause.")
But I got to the bottom of this. When Eric wanted to invite me he did ask the two of them, why didn’t you guys ever have Cecil come to speak? And Joe, being as honest as he can be said, you know, Cecil, is a great guy, I just love him, but you know he’s not too sophisticated. He uses ain’t’s and ain’t’s, he messes up verbs and adjectives. You know, with that accent he’s got, half the people in there won’t know what he’s talking about. And, you know, we don’t really want somebody that’s that unsophisticated to speak. And then Eric said I would really like to do it and he said, what if you and some others try to make him a little more sophisticated before he speaks.
So over the past year, you know, there is Dave Kolbe who I serve with on Union Vets Committee and Joe and Walt, quite frankly Joe, trying to make me more sophisticated.
And I am eating and I’m talking and they said, You can’t talk with your mouth full. Do you understand? Now, he’s asking me to answer the question with my mouth full and just told me I can’t answer the question with my mouth full and that was confusing.
Then he gets to telling me when we’re at dinner and he says, See that small fork there, that’s for your salad. And I’m thinking, Well, what’s wrong with the big fork, you can get more on with the big fork.
("Laughter.")
And so every time — please don’t take offense of this — every time he said, don’t do that way in the Iron Workers or this is the way we do it in the Iron Workers.
So for the last year I’ve heard, put that tie on. By the way I’m going to hear about not having a tie on when I leave here. That tie doesn’t look right, doesn’t match your clothes, straighten that tie up, get that shirt ironed. Don’t like people in the Iron Workers running around in clothes that don’t look right. Iron Workers this and Iron Workers that. And I’ve got to tell all of you something, man, you guys are pretty damn perfect, the best I can figure out.
("Laughter.")
But — and by the way, that’s another thing he told me I can’t do — don’t you get up there and cuss none. And I said, Was that cussing? I don’t think so. So right before — now I’ve had a year of this, right? Right before I was told to go back there in the green room, right? I don’t know why they call it a green room, it ain’t green, it’s just a room, but somebody’s green room.

So I go back there right before I come up here, I have to go to the restroom. And asked Joe, Joe, where’s that restroom at? And he said, Well I’ll show you. We go to the restroom, we’re standing there at the urinal. Men don’t talk when they’re standing there do you, you ever notice that? We just keep our mouth shut, right? But we get finished about the same time and I lead to the door and Dave happens to be in there, too, and both of them said Hey, hey, where you going? Iron Workers, we wash our hands when we get done.

(Laughter.)

So I’ve had about all that I can take. I said, Let me tell you all something. In the mine workers, we don’t get it all over. Out the door I go, I don’t need to wash my hands. Now, every time I tell that story I look at people I’ve shaken hands with and they are going and if it’s a woman I’ve shaken hands with she gets that hanky out and washes her hands off.

(Laughter.)

But before we move on I want to fix something right quick, I see some of you got that look out there and what is that look? You all saying where in the world is that guy from? I don’t understand a word he’s saying. And where did he get that accent? Well, we’re going to fix that right now. I don’t have an accent. Because God talks like me.

So if you don’t believe that, when you get up to the Pearly Gates and St. Peter says, You all get in the pickup truck, we be going to the Big House here shortly, you will understand what I’m talking about.

(Laughter.)

Everywhere I go, Brothers and Sisters, I do something, I know you’ve already done it here, all right? But there is a purpose to this. And I know you’ve recognized your veterans, but I’m a veteran and everywhere I speak I do this and this will take about two minutes.

And by the way, Will Fischer is in the house with us and Will is an Iraqi veteran, Purple Heart winner. He is going to speak to you tomorrow. He is our official staff person at the Union Vets and Dave and I are Union Vet members and we thank you for supporting the Union Vets, by the way.

I would like all the veterans to stand for just a minute. This is how I start everything, all right? If you are a veteran, just stand up a minute and let me just say a few words.

(Veterans rise.)

First of all, I thank you for your service and please don’t sit down, this is going to take just about another minute after I get through. When we have people talk about patriotism and their contributions and love of country, I want you to look at these folks, now these are the real patriots of America right here. Working class heros, combat heros, gave it all to their country.

Now, if you are here and you have a child or a son, a brother or somebody in your family currently serving, would you stand also.

(Delegates rise.)

(Applause.)

Now, if you are still seated and somebody in your family served in either World War II or, for that matter, World War I, Korea, Vietnam or during any of those wars, just happened to be in service, could have been your father, could have been your grandfather, could have been your uncle. Could have been somebody that was related to you guys and somebody has lost somebody in one of these wars. But if you are here and you had somebody in your family, father, grandfather, uncle, serve in the military, please stand up.

(Delegates rise.)

Brothers and Sisters, I want you to look to your left and right for a minute. Every place I go, I’m able to accomplish what we just accomplished. There is about 98 percent of this delegation standing.

Brothers and Sisters, one of the things we have surrendered here in this political debate, the people who oppose everything we stand for, fight us tooth and toenail up in Congress and in the legislatures, try to prevent us from holding on to what we’ve earned. Holding on to our healthcare and holding on to Social Security and Medicare, holding on to America for all intents and purposes. They beat us to death and say, Oh, we love America. This is the other side, right? We’re the patriots and you’re not.

Brothers and Sisters, the next time you hear that, you shut your eyes and you remember what you saw on this convention floor today and don’t you dare take that bullshit again off of anybody in America because you are the patriots. You are the patriots.

(Applause.)

Do something for me right now. Let’s do something right now to make ourselves — this is not about me, it’s about you and how you feel when you leave this place, about how you feel about your Union and how you feel about your country and how you feel about yourselves when you go back home.

I tell people this, this land is my land. This land is your land. And this land is our land. Let’s say it one time. This land is our land. This land is —

(“Our land” from the floor.)

This land is —

(“Our land” from the floor.)

This land is —

(“Our land” from the floor.)

Yes, God bless every single one of you for your service, your commitment and please, when you get back home, whoever that is in your family, please thank them for their service.

And if they’ve passed or they died on the battlefield, take a moment to visit their grave and leave something there in their remembrance. Thank you and God bless you and the Iron Workers Union, thank you very much.

(Applause.)

I want to take this moment to look at you and thank you. You may not know why, but do you realize that our movement, in my estimation, is doing the Lord’s work? Think with me for a moment. Think with me for a moment when you stand up and try to help the unemployed get back to work, who else is doing that, but the labor movement?

When we look at those living in poverty in our country and we try to do something about it and you’ve been doing this work? Who else is doing that but you and the labor movement? The middle class, Brothers and Sisters, and you know this, has been contracting and contracting and contracting for years, but we have been fighting back. Tell me who else is fighting back besides the American labor movement? You have.

You’ve been fighting for your jobs. You’ve been fighting for good contracts. Who else has been fighting for retirement benefits? Most people in this country don’t know what a pension is. And are not looking for a pension, because they don’t have one. That’s a fact. There are those who tell us, let’s privatize Social Security. What they’re saying is let’s give that to the Wall Street investors. Like we’ve given everything else.

They want to do away with Medicare and Medicaid. They want to do away with equal rights for people of color and women, but you have been fighting to preserve all of that. You have been standing beside your brothers and sisters.
But as we come in here, let us not kid ourselves, there is too many people unemployed. There is too many folks underemployed. And there’s too few folks got too much money. That’s my Cabin Creek economic lesson for today. There’s too few folks got too much money and the rest of us don’t have enough money. And a number of us living in poverty don’t have any money.

But this land, if it is ours, we must fight for it. They tell me that this government is a government of the people, by the people and for the people. Most of you in this room do not believe that. This government has become a government of the money, by the money and for the money. And the only thing that stands between a complete takeover by the millionaires and the billionaires is our solidarity in our unity.

There are congressmen who come here and tell you they have a 100 percent voting record for you and they tell us the same thing and it’s probably true. But I want you to know that when an issue comes up at the AFL-CIO having to do with the Iron Workers and your President, whoever he is, tells me that’s what you want, that’s what I do.

And it’s not just my mouth, I come here today, not to just make a speech, but I want to tell you, your fight, whatever it is, wherever it is, whether it’s on the picket line or in the legislature or the halls of Congress or marching down the road to go to jail, I will go with you. I will march with you and our Union. The United Mine Workers of America stands squarely with the Iron Workers at this Convention and every day after this Convention.

(Applause.)

We have been in our Union locked in mortal combat with the hedge fund millionaires and billionaires on Wall Street for four years. We have gone through bankruptcy after bankruptcy after bankruptcy. When that came to our doorstep I told people, we’re not going to take this lying down. This has been going on for 50 years in this country.

And people told me, said you can’t do anything about it, Cecil. I said, We’ll see about that. We began marching in St. Louis and we marched in front of Peabody Coal’s offices, the biggest coal company in the world, who was no longer signatory all through 2013. We went up to Arch’s doorstep and we went to jail at Arch. We went to jail at Peabody. We put thousands on their doorstep.

We didn’t go alone. We took other unions with us. And the Iron Workers have stood with us and we are so thankful for that. It’s what solidarity is about.

And then at the end of that bankruptcy, the judge ruled against us, just like we knew that she would. But we said, we’re not working under that contract, we’ll put this company dead under before we’ll go back and take those kinds of concessions. I want you to know, that some thought our Union had become too small to fight back, but you should remember this, if you don’t remember anything else, it’s not the size of the dog in the fight, it’s the size of the fight in the dog.

(Applause.)

We extracted $300 plus million from Peabody. We subtracted $12 million from Arch. We subtracted money from Patriot, when people said it can’t be done. I want you to know that our retirees in the last four years have received $320 million in healthcare benefits.

Our ‘74 pension plan has paid out $2 billion in benefits in those same four years at the same time all of these companies are collapsing all around us. And we have legislation pending right now and we are going to rally on the steps of the Capitol and we have a hundred UMWA buses coming now and we are going to have more, we are going to see Pharaoh when we go to Washington, because part of the greatness of America, Brothers and Sisters, is the right to protest for right.

And that’s exactly what we intend to do on September the 8th. And if you’re in Washington, come and join us. And I want to tell you something. There are fearful workers all across this country.

If you think your members aren’t afraid they are going to lose their job, lose their healthcare, lose their pensions, you are wrong. There are people who are unemployed that used to be in our movement who are afraid and they have a right to be afraid.

But in the Civil Rights Era, there was a sign posted on so many African-American households and it said, Fear knocked on the door, but faith answered the door and nobody was there. You must have faith. You can have faith in God Almighty, but you must also have faith that you belong to a union. The Iron Workers Union is going to stand by your side and fight for your job and fight for your pension and fight for your healthcare. But that doesn’t come free.

Part of the price of admission is when the leadership says we’re going on a march, you go on a march. When the leadership says, we ain’t working, you go on strike. That’s part of being in a union. It’s not just cheer at a convention, it’s standing up and fighting. I told folks, I told folks —

(Applause.)

When this latest struggle started, and people were fearful, I said, don’t fear a judge, don’t fear the President of the United States, don’t fear a CEO, don’t fear a billionaire, don’t fear a millionaire.

I said put your faith somewhere else. I said put your faith in the person who walked on the water. Put your faith in the one that raised the dead and healed the sick, made the blind see, the deaf hear, turned the water into wine.

When a judge or a CEO or a congressman does any of that, I’ll bow down to them, but not until then because they can’t do it.

(Applause.)

If, indeed, we’re a government of the people and by the people and for the people, who are the people? We are people. We are the firefighters that save the nation. We are the farmers who fed the nation. We are the nurses that heal the nation. We are the teachers that taught the nation. We are the truck drivers and the railroad engineers that move the nation. We are the police officers that protect the nation. We are the communication workers that communicated with America. We are the coal miners and boilermakers that energize the nation. We are the Iron Workers that built the nation. We are the men and women of America.

(Applause.)

I submit to you, Brothers and Sisters, we have our own agenda. These politicians and rich folks should get out of our way and let people who work for a living have their way.

And I say to you if we can elect one of you as governor of New Jersey, I am 100 percent for that. I’ll stand for that. I’ll fight for that.

(Applause.)

That’s the biggest no brainer I’ve heard today. Number one on our agenda, we need to stop signing these rotten stinkin’ trade deals that gives American jobs away to somebody else.

We need folks to stand up for American workers. Number two, we would end poverty as we know it. By what? Paying a living wage.

Number three, we would end discrimination wherever we found it, male or female, red, yellow, black or white. We are all precious in God’s sight.

Four, it’s time that this country had national single-payer healthcare like every other country on earth.

(Applause.)

The politicians, don’t need to do any of this. They just need to give us one thing, one thing and that is our God-given right to join any
union that we choose to join free of discrimina-
tion so that we could take care of America.
If we had a right to join a union — we had this one time in this country in 1935 — and they took it back in '47, when they passed Taft-Hartley.
But Mother Jones told us what? Don't mourn, organize. She didn't know that the laws in 2016 would be worse than the laws in 1916.
John L. Lewis told us to heed this call that comes from the hearts of men, organize the unorganized. He did not know that the laws in 1935 would be better than the laws today.
Brothers and Sisters, what is wrong with America is too few folks are in unions. You put more people in unions and everything I just said would get better. When we passed the law in '35, the Wagner Act, workers like you and me, we went door-to-door and more people joined unions than any time in the history of our country.
If we had a right to organize, you and I could start knocking on the doors and we'd go to the houses of the nonunion workers and we'd tell them, if you want higher wages, you should join a union. If you want a pension when you retire, you should join a union.
If you want more time off, you should? ("Join a union" from the floor.)
What?
("Join a union" from the floor.)
If you want a safer workplace, you should?
("Join a union" from the floor.)
You should what?
("Join a union" from the floor.)
If you want a healthier workplace, you should?
("Join a union" from the floor.)
If you want to protect Social Security, you should?
("Join a union" from the floor.)
If you want to protect Medicare and expand Medicare, you should?
("Join a union" from the floor.)
If you want a voice at work, you should?
("Join a union" from the floor.)
You should what?
("Join a union" from the floor.)
If you want equal pay for women, you should?
("Join a union" from the floor.)
If you want to end discrimination, you should?
("Join a union" from the floor.)
If you want a fair trade deal, you should?
("Join a union" from the floor.)
If you want a bigger middle class?
("Join a union" from the floor.)
If you want a fair country?
("Join a union" from the floor.)
This one is mine.
If you just want to tell the boss to kiss your ass, join a union.
(Standing ovation.)
And Joe just said, "We don't say that in the Iron Workers."
(Laughter.)
Brothers and Sisters, I want you to think with me as we approach the end here, my opportunity here, and remember this, every great movement in the history of the world has required much of others; one person or two people didn't do it by themselves.
One of my favorite remarks was by a min-
ister I heard on Easter Sunday 2013 as I was sitting in a hotel room in Charleston waiting for the next rally. And this minister was talk-
king about leadership. He said this, "If you are a leader and nobody is following you, you're going for a walk."
(Laughter.)
So leaders need followers.
And I remind people at the conclusion of every one of these events, Moses didn't send Pharaoh a fax. He didn't send Pharaoh an e-mail. Didn't send him an Instagram. Didn't get on Facebook and talk bad about Pharaoh.
Moses had to do something. And what was that? Moses had to go see Pharaoh. That requires something of us, it requires us to confront those who oppose us in many instances and we have to let people know that we do that.
As you are preparing to leave this Conven-
tion this week, I urge you to prepare to leave with the spirit of going forward by hope and not backward by fear, because united we stand, and divided we fall, Brothers and Sisters.
Mother Jones told us to pray for the dead and fight like hell for the living.
My favorite quote might come from a Negro spiritual back during slave days, it went something like this: "Before I'd be a slave, I'd rather lay down in my grave." They are saying I would rather die than continue to be what I am now.
And so some day, Brothers and Sisters, in the immortal words of Dr. King, we can all look at each other and say, "Free at last, free at last. Thank God, all mighty, we are free at last."
Thank you, Brothers and Sisters.
(Standing ovation.)
GENERAL PRESIDENT DEAN: Thank you, Brother Roberts.
Your union faces attacks not only from open shop, but also government regula-
tors and corporate interests. Thanks to your leadership, and your union's resilience, the United Mine Workers serves as an inspira-
tion. We will be there on September 8th with you on Capitol Hill.
UMWA PRESIDENT ROBERTS: Thank you, Brother.
( Applause.)
GENERAL PRESIDENT DEAN: As a token of our gratitude, we're going to present you with this clock. We have been giving it to all of our speakers. We will ship it to you, so no need to worry about fitting it in your carry-on.
UMWA PRESIDENT ROBERTS: I have a good story about that. I just spoke at the Letter Car-
rriers Convention. I had their badge in my bag and on the way here out of Washington, I get pulled out of security. He said, "What do you got in that bag?" I said, "I don't know what you're talking about." And it was the badge and the pin was showing in there and I stood there for about 5 minutes. So, yeah, those things can happen.
Thank you.
GENERAL PRESIDENT DEAN: Cecil is a hell of a union brother.
(Applause.)
Our Canadian brothers and sisters are doing a phenomenal job leading the way and building market share, increasing work hours and strengthening our political clout.
The following video opens a little window into one aspect of their success. Please watch.
(Video presentation.)
(Applause.)
Our next speaker might have a title that sounds a little more like he's from the corpo-
rate world, but he's from labor through and through.
First, he's a proud member of the Laborer's International Union of North America join-
ing Local 773 when he was just 13 years old, becoming his Business Manager at the ripe old age of 21 and later serving as an International Vice President, Midwest Regional Manager, and Assistant to the General President.
Second, the corporation he's CEO of exists solely to serve the labor movement. Ullico provides insurance and financial solutions for unions, union employers and union benefit funds and union members.
Services that are critical to the ability of unions like the Iron Workers to maximize our financial clout.
He also happens to be the first member of his union to graduate from the National Labor
College with a bachelor's degree. And he's a graduate of the Harvard Trade Union Program.

I have known him for a long time because we're both from Illinois and it's a pleasure to have him here today. So, please, give a warm Iron Worker's welcome to fellow trade unionist Ullico CEO, Brother Ed Smith.

(Applause.)

ULLICO CEO SMITH: Who the hell had got me following, Cecil Roberts. That's what I want to know. Let me tell you, I come out of the Laborers. That bullshit — I know what happened they said, "We are going to put that Laborer after Cecil Roberts." That's what the hell happened to me. I know that.

So Cecil, on the way back, told me to just tell you guys that I wrote his speech.

(Laughter.)

So anyway. You know I didn't because he is far more religious than I am.

But anyway, thanks for having me here. I want to thank you — hey, congratulations. You guys had an election today. Congratulations on all of you getting reelected.

(Applause.)

I met the most important person last night at your old Convention. Eric, I met your mom. So I know how proud she is of you, it's an honor and privilege to be here.

Ron, Bernie, all you guys, I know all you guys so well and you're big supporters of Ullico.

Walt Wise, great to see you, Walt. And thanks for all that you did.

I'm going to talk about your former General President and my boss, chairman of Ullico Joe Hunt in just a little bit.

But, Delegates and Guests, it is a big honor for me, for Ullico to be here. Like Cecil said, I've never spoken at an Iron Workers' Convention either, so I'm thrilled to do it.

I was elected seven times to my own union's convention when I was active before I retired and I know this: I know it's an honor to be a delegate, to be selected by your members at your Local or your District Council to come and represent them here this week.

I also know that you set the course this week for the next five years and you're going to make history this week and you're already making history because you're setting the course for the next five years.

There is no higher body. There is no higher body — not your General President, not the guys up here — in a union than a convention. That's where you do all the work, so I know you're going to have a good week. You're already having a great week.

Look, here's what I want to talk to you about today. I want to talk to you about labor's company. And I have to tell you that all you have to remember about labor's company is two things: Here's what Ullico does: Ullico protects unions and Ullico grows unions.

Now, even a Laborer can remember two things: Ullico protects unions and it grows unions. And I'm going to talk to you a little bit about how we do it.

Look, everybody knows that unions are under attack. You just heard Cecil lay out the case. Here's what I want you to know:

Ullico, through its union liability insurance, through its fiduciary insurance, through its labor leader insurance, has got your back with every fight that you're in.

Let me tell you something, I was at the UA, Eric, a couple weeks ago at their convention, the Plumbers and Pipefitters and I talked about — they had an organizing drive in Mississippi where they were sued — a multimillion dollar lawsuit because I guess they didn't believe even in Mississippi workers had a right to have a union.

Let me tell you what happened. Ullico had their back. We paid a million dollars in legal fees, so they could get those workers organized on that job site in Mississippi. That's what Ullico did.

(Applause.)

Let me tell you another story, another one: Down in North Carolina, there is a company called Smithfield Packers.

The workers there tried for 15 years to form a union. They were always fired. They always had NLRB charges. They always had another excuse. They would call immigration on their own workers when the workers would sign cards to join the union.

Let me tell you this story: Ullico paid $2 million in legal fees when they sued the union trying to stop them from organizing.

Today, those workers are under a collective bargaining agreement. They have a Labor Management Committee. The bosses and the workers give out turkeys together out of the truck at Thanksgiving. We won that fight because we paid the legal fees and we got the workers organized.

That's what Ullico does with union liability insurance. That's what we do.

You know, under our Union leader policy, if somebody comes after you and you're an officer in your union and the union can't defend you.

You — you know in America, if you're a corporate guy, the corporation can pay all your legal fees, but if you're a union leader, you're almost guilty until proven innocent. You're a second-class citizen.

Well, I tell you what, Ullico's union leader policy has your back. For $150 bucks you get a quarter million dollars of personal insurance for your own lawyer if somebody comes after you: The federal government, Department of Labor, whoever, we've got your back. Look, that's what Ullico does.

Iron Workers you are the — you own 10 percent of the company. You're the fifth largest shareholder. You have been shareholders since 1932 and you recently invested and bought more stock and I'm happy to tell you that the book value of that stock since you bought it has gone up 40 percent. It's a good investment for your pension funds. It's a good investment for you and we are doing the job for the labor movement each and every day. Thank you.

(Applause.)

Look, we insure you through life insurance and our great union workforce at Ullico because we are a union company. Our workers are union. And when we have a member of your union or a member of any union and we are notified they were killed while they were on the job or not killed on the job, we have that death benefit to the family of that fallen member within 72 hours because our great Union workforce at Ullico knows that family needs that money right then. If they have got to pay for funeral expenses, if they have to buy a sport coat for the kids to wear to their dad's funeral, we have that check to that family within 72 hours.

That's because we get it. We are a labor's company. We are a union company; that's what we do.

Look, you guys have health and welfare plans and we have stop-loss insurance that covers your health and welfare plans.

When you guys have big claims, we pay those big claims. You guys pay the claims for your members and their families, but when you get huge claims or big claims, our stop-loss insurance comes in and pays those claims. We've got your back on the health and welfare side, too.

Look, you can ask — ask the Texas Health and Welfare Fund, Marvin, we recently gave a check last year of $261,000 back to the Texas Health and Welfare Fund in dividend payments back to that health and welfare fund to keep it strong.

Look, let me talk to you about how we grow unions and how we grow the Iron Workers. There is no investment in America like ULILICO's J for Jobs. Next year J for Jobs will be 40 years old. 39 years we have had a positive return for your investments; 38 of the 39 years.
Back during the Tsunami, the great recession—or I call it not so great—2009 is the only year we ever had a negative year in J for Jobs. We’ve made your pension funds money 38 of 39 years. (Applause.)

What’s the rest of the story? What’s the rest of the story? What’s the rest of the story? (Applause.)

Participated in $30 billion worth of construction projects, creating over half a billion hours of work for Iron Workers and other Building Trades members; half a billion hours into your pension plan; half a billion hours into your health and welfare plan; half a billion hours into your training apprenticeship plan, all the while, giving you safe and sound risk adjusted returns to keep your pension strong.

I want to tell you a story about our chairman, Joe Hunt. We went through a tough, tough time. In the third quarter of 2012, we were back. We didn’t make a J loan for almost three years during the recession. You guys know it. You lived it. We had 50 percent unemployment in the Building Trades.

When the downturn—when Wall Street screwed us all and screwed this country and almost had it on its knees, we had $1.7 billion dollars in construction loans working right that day. We had a billion five withdrawals from union pension plans and we’ve got to have the money out to pay our pensions.

Let me tell you what we did: we had to put what is called a queue in place. For the first time in history, we couldn’t pay out every dime. We had to make people get in line.

But what we did over those next couple years was we paid out every request, a billion five hundred million.

And just as important, we funded all $1.7 billion worth of construction loans and kept every Iron Worker and every other building trades member working and he never missed a paycheck all that time. (Applause.)

Now let me tell you a story. Now, we are back. This is the third quarter, this is December 2012 and I call your General President Emeritus Joe Hunt. And I said, Joe, we’re back. We are doing a loan with the guys from Minnesota that are here called Loring Park, an apartment—a multimillion dollar multistory project in Los Angeles.

I said, “Joe, we are back. We are doing our first deal in 2009.” I said, “I need you to come to Minneapolis. We are going to shake hands with every building trade member. We’re doing that loan and we’re putting people to work.”

Joe said, “You know, I’m in Naples, Florida in December. You know, I don’t like to go to that cold weather.” You know, at that time Walt could go or now Eric can go, but he said, I’ll be there. I’ll be there.

So Joe and I got on a plane and we went up to Minneapolis. We went out on the job site and I thought I was with Elvis Presley because every Iron Worker on that job that came off that job and grabbed Joe and shook his hand, gave him a hug, gave him a pat on the back because he was your General President and he was there to make sure you knew labor’s company was back, we were creating jobs for union members, and that’s what we are doing.

Last year alone, last year alone, 2015, we put $1.8 billion in construction loans last year. Put over 8,000 Building Trades members to work. Created 15 million hours of work. Created over $900 million in wages and benefits for Building Trades members. That was last year alone. We are back. There is not a better investment vehicle than ULLICO’s J for Jobs.

We created another fund, called the Work America Fund. That’s the same thing as J. Real estate debt, 100 percent union. All the work is union. All the maintenance is union.

Let me tell you another story. About three or four years ago, 2011, we did our first infrastructure deal. Let me tell you this story. We said, Look, The American Society of Civil Engineers gives America a D minus in our infrastructure. Wall Street doesn’t give a damn other than reaching into our members’ pension pockets and taking their money and Congress can’t get out of their own way.

So our Board, under Joe’s leadership, said we will start our own infrastructure fund; we will rebuild the infrastructure of America. We will do it the same way we started our pension plans. We will do it ourselves; the same way we started our health and welfare plans, we will do it ourselves; same way we started our training and apprentice programs, we will do it ourselves. We will take our members’ money and we’ll invest it and we’ll invest it smartly and wisely and protect it.

Because, you know what, when an apprentice comes into your local, he’s got a 25-30-year horizon. Guess how long an infrastructure investment is? 25, 30 years. We will match the liabilities of the pension, with the liability with the time-sensitive dated asset of the investment and we will have investment to pay the pension and guess what? We will rebuild America’s infrastructure.

Now let me tell you, you guys, you guys gave us $2 million out of your Shopmen’s Fund. The first investments. We had no track record. We had never done an infrastructure project. We hired a great staff. We got a woman, Sonja Axter, she’s a civil engineer, worked for Bechtel, got her a Stanford MBA. We got a guy, Jeff Murphy, Harvard MBA, came from Bechtel. We hired a whole team of engineers, MBAs, smart people.

You guys seeded it $2 million. Today we got over $600 million. (Applause.)

Over $5 billion worth of projects. Anybody here from Ohio? We got a project right now in Ohio, Carroll County. We are building a gas fired power plant. That’s our project. As of June, you had 86 Iron Workers on that project. We had over 400 Building Trades. We will have over 700 by October.

The superintendent of schools was one of the speakers at the ground breaking. He said in Carroll County, which is a rural county, the newest school in our county was built in 1952. He said because of the taxes generated by the Iron Workers and the other Building Trades on this project, we will be able to build a new school in our county. That’s what our infrastructure fund does.

Guess what? We have done water. We have done solar. We have done wind. We’ve done transmission lines. And just this last week, we’ve invested in Deptford, that Steve Sweeney made possible under a PLA in New Jersey.

Just this last week, brothers in here from Connecticut, we invested in another gas plant $1.2 billion over 800 Building Trade workers will be working on that project, 100 percent union.

And listen, when we do a project into our infrastructure fund, not only do we build it union, we do 100 percent union. That’s our language. We do all the maintenance 100 percent union, that’s our language. We have neutrality language so the workers at the plant, after the plant is built will be union.

We will do the fabrication of the material and the delivery of the material union.

Look, I’ve negotiated probably a 1,000 or thousands of collective bargaining agreements in my life. I never negotiated one where I had a 30-year length or a 20-year length because as long as Ullico has that investment, every bit, every hour of that maintenance will be maintained 100 percent union. (Applause.)

That’s the power of your money. That’s the power of your company. (Applause.)

Look, we are in a fight. You know we are in a fight. You heard what Cecil talked about. You’ve heard what your officers have talked about. We have to be smart about how we
the type that constantly tears down as I make my way foolishly around? Or am I the type that builds with care and hopes that my family and my union and my country will be glad that I was there.

Thank you very much. Have a great Convention.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Ed. We’ve made these commemorative clocks for our speakers and we will be shipping one to you so you don’t have to check it through security. And if you want to take and turn it around you can scratch “LIUNA” in there, if you want.

ULLICO CEO SMITH: I wouldn’t do that. Thank you very much. Thanks everybody have a great Convention.

(Applause.)

GENERAL PRESIDENT DEAN: The Resolutions Committee met yesterday, but they did not firm up their minutes, so they’re still going to give the report that I sent back yesterday under Rule 21 tomorrow. But we are going to hear from the Resolutions Committee for a partial report on the other work they handled. Fourth General Vice President Bill Dean and Sixth General Vice President Bryan Bryenton please come to the podium.

COMMITTEE CHAIRMAN DEAN: Good afternoon. I’m going to play Cecil Roberts and Kevin is going to be Robbie Hunter today.

(Laughter.)

I don’t think I could do what Cecil did, but on Wednesday August the 17th, we considered General Secretary’s Recommendation No. 2 concerning actions taken by the General Executive Council to amend Article XIV, Retirement Plan and Article XXVII of the International Pension Plan For Full-Time Salaried Officers and Employees of Outside Local Unions and District Councils Affiliated with the International Association (unless excluded by a duly negotiated collective bargaining agreement requiring contributions to another pension plan), the cost of which shall be paid by each of the Local Unions, including Regional Local Unions, and District Councils contributing monthly to the International Association Pension Plan sums as previously indicated and thirty percent (30%) effective January 1, 2006 of the gross weekly wages or gross salary, including contributions paid to a Vacation Trust Fund, of all the Full-Time Salaried Officers and Employees of Local Unions and District Councils (excluding expenses and expense allowances). The International Association Pension Plan shall protect the benefits heretofore owned by said participants.

Section 3. The General President will appoint a Pension Advisory Committee consisting of delegates from different District Councils to meet on at least a yearly basis to review the progress of the International Association Pension Plan and make recommendations to the Trustees. Vacancies that occur on the Committee will be filled by the General President.

The Committee further recommends that the remaining articles of the International Convention be renumbered accordingly.

I move for the adoption of the Committee’s recommendation.

COMMITTEE SECRETARY BRYENTON: Second the motion, Mr. Chairman.
GENERAL PRESIDENT DEAN: The recommendation has been properly made and seconded.

Anything on the question? Is a guy heading to the mic? He's just walking by. Okay.

Seeing none, all in favor, signify by saying aye.

(Chorus of ayes.)
Opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE CHAIRMAN DEAN: On Wednesday, August the 17th we considered General Secretary’s Recommendation No. 5, concerning Article XIX, General Rules, Withdrawal Cards, Section 13b, found on pages 62 and 63 of the International Constitution and under the General Secretary’s recommendation on the app.

The Committee reviewed the proposed changes and recommend concurrence with the recommendation to amend Article XIX, Section 13b to read as follows:

Section 13b. In order to be eligible to apply for a withdrawal card, the applicant must have been in continuous membership in this International Association for a period of at least three (3) years and have paid all dues, assessments, and fines up to the date of application. Persons who have obtained a withdrawal card and subsequently returned to membership in the International Association shall not again be eligible to apply for a withdrawal card until their latest membership in the International Association has continued without interruption for at least eighteen (18) months. The General Executive Board may, however, in special cases, upon application made, grant withdrawal cards to members not in continuous membership for a period of at least three (3) years or to members who desire to go contracting, upon submission of satisfactory proof of such applicants to the General Executive Board that such members upon obtaining withdrawal cards will actually engage in contracting.

I move for the adoption of the Committee’s recommendation.

COMMITTEE SECRETARY BRYENTON: Second the motion, Mr. Chairman.

GENERAL PRESIDENT DEAN: The Committee’s recommendation has been properly made and seconded. Anything on the question?

(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE SECRETARY BRYENTON: Thank you. Next up, Mr. Chairman, is General Secretary’s Recommendation No. 6.

On Wednesday, August the 17th we considered General Secretary’s Recommendation No. 6 concerning Article XIX, General Rules, Withdrawal Card, Section 13g of the International Constitution found on page 64 of the International Constitution and in the General Secretary Recommendations on the app.

The Committee recommends concurrence with General Secretary’s Recommendation No. 6 to amend Article XIX, Section 13g to read as follows:

Section 13g. A withdrawal card may be deposited (for reinstatement) in any Local Union accepting applicants. A withdrawal card does not have to be deposited in the Local Union which issued the withdrawal card.

I move for adoption of the Committee’s recommendation, Mr. Chairman.

COMMITTEE CHAIRMAN DEAN: I second the motion.

GENERAL PRESIDENT DEAN: The Committee’s recommendation has been moved and seconded.

On the question?
(No response.)
Seeing none, hearing none, all in favor, signify by saying aye.
(Chorus of ayes.)
All opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE CHAIRMAN DEAN: On Wednesday, August the 17th, we considered General Secretary’s Recommendation No. 11 found on the General Secretary’s Recommendation tab on the app, which amends Article XXVI, Constitution Governing All Local Unions by adding a new section concerning special meetings to read as follows:

Section 24. Special meetings may be held with the approval of the General Executive Board upon request of the Local Union President or Executive Committee which shall state the reason for holding such a special meeting. Special meetings may also be called by the General Executive Board. No business shall be transacted or considered that is not set forth in the request and call for such special meeting.

The Committee reviewed the proposed change and recommends concurrence with the recommendation.

COMMITTEE SECRETARY BRYENTON: Second the motion, Mr. Chairman.

GENERAL PRESIDENT DEAN: The Committee’s recommendation has been moved and seconded.

On the question?
(No response.)
Seeing no one at the mics, hearing no one, all in favor, signify by saying aye.
(Chorus of ayes.)
All opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE SECRETARY BRYENTON: Thanks, Mr. Chairman.

General Secretary’s Recommendation No. 16. On Wednesday, August the 17th we considered General Secretary’s Recommendation No. 16, which can be found on the General Secretary’s Recommendations tab on the app and which reads as follows:

All Relevant Sections of the International Constitution. In all sections of the International Constitution which refer to mailing, add wording to accept submissions by electronic means.

The Committee reviewed the proposed change and recommends concurrence with the recommendation and I so move.

COMMITTEE CHAIRMAN DEAN: I second the recommendation.

GENERAL PRESIDENT DEAN: The motion has been made and seconded. Anything on the question?

(No response.)
Hearing none, and seeing none, all in favor, signify by saying aye.
(Chorus of ayes.)
All opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE CHAIRMAN DEAN: On Wednesday, August the 17th, we considered General Treasurer’s Recommendation No. 19. The Committee reviewed a proposed change and concurred with the recommendation, which reads as follows:

In all sections of the International Constitution which refer to banking procedures, add wording to include electronic banking.

I move for the adoption of the Committee’s recommendation to concur with the proposal as stated.

COMMITTEE SECRETARY BRYENTON: Second the motion, Mr. Chairman.
GENERAL PRESIDENT DEAN: The motion has been moved and seconded.
Is there any discussion?
(No response.)
Hearing none and seeing none, all in favor, signify by saying aye.
(Chorus of ayes.)
Opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE CHAIRMAN DEAN: The Resolution Committee will need to reconvene again. At the end of the session today we will meet right over here on the side of the stage. We need to approve the minutes from yesterday and sign some sheets and all, so meet me over here on the side as soon as we recess for the day.

GENERAL PRESIDENT DEAN: Thank you, Bill and Kevin and members of the Committee.

Now, before we announce the video hold on. I want to make sure all the family members of the General Executive Council adjourn to the rear of the stage in preparation prior to us taking our oath.

Now, we are going to see a video on the state of our Union. It explains how we are organized, skilled and professional and our strengthening our capacity in each one of these areas. It reviews the progress we’ve made over the last five years and outlines our vision for the next five years and beyond. Please watch.
(Video presented.)
(Applause.)

I don’t know how many of you looked at your app this morning, but yesterday’s daily update does contain all of the videos from yesterday and each day will progress that way. The only difference is you will have to have access to WiFi to play those videos and the app company that’s helping us out, Mosaic, they told us by the time we get home, they will have it figured out so you can share that with your members.

But, you know, we don’t want to keep what we do here, a secret, just with you, the delegates. So I hope you take that back and then when we launch the app to the members, we have a good dissemination of what we are doing of information.

Now, we have a very special moment in this 43rd Convention, the swearing in of officers. And it’s my honor to bring up to the podium our friend and our brother, General President Emeritus Walter Wise.
(Applause.)

GENERAL PRESIDENT EMERITUS WISE: Thank you, Eric.
Brothers and Sisters, it was the greatest honor of my life to get to serve as your President. I got to work with the best people in the world — union Iron Workers.

You know, when you kinda come full circle, it makes me realize from day one, I love being an Iron Worker.

I love everything we do. Everything our craft stands for and everything our Union stands for.
(Applause.)
My decision to step down relied on one very important thing, my utmost confidence in the leadership that you have chosen today to lead our great Union.

And I think I don’t have to tell anybody when you’ve seen this Convention and throughout the time that they have been in office this past year, my confidence in them has been fully well placed and fully rewarded.

General President Dean, General Secretary Piksa, General Treasurer Evers and the entire Executive Council are more than up to the challenges that our Union will be facing.

Joe and I were talking as we were watching the nominations and it’s amazing how it — that it filled our heart with pride to witness firsthand and know with every fiber of our being that our great Union is in outstanding hands with leaders who will take us to the next level in organization, skill and professionalism.

Now, I would like all the delegates to stand while I administer the oath of obligation.
(Delegates rise.)

Members of the General Executive Council please raise your right hand and repeat after me.

I — give your name — do hereby solemnly pledge my honor, that I will faithfully discharge the duties of my office as — state your office — of the International Association, that I will support the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers and that I will enforce the same to the best of my ability without prejudice or partiality.

Brothers and Sisters, I give you the leadership of the Iron Workers Union.

(Applause.)

GENERAL PRESIDENT DEAN: On behalf of the entire General Executive Council we stand before you humbly with our deepest gratitude. Thank you for putting faith in us as leaders of our great Union. Please know we’ll work every minute of every hour of every day to be worthy of your trust and make you proud.

Each of us is fully aware that we did not get here on our own. We are extremely fortunate to have the love and support of our families. On behalf of each of us standing here today, and all of the delegates, I would like to thank our families for having an endless supply of patience when we were not always around for family obligations.

For understanding that the Iron Workers Union is and always will be an additional part of our immediate families and that our families are an additional part of the Ironworking family. Apprentices, journeymen, instructors, fellow officers, friends, union brothers and sisters have all made vital contributions to our standing here today. We are all stronger together and we believe in solidarity.

When I started my career, I dedicated myself to train to be the best ironworker I could be. My parents raised me to be loyal, hard working and I pledge to you that each of us will live up to our oath. That we’ll always make decisions that will improve our Union standing as it relates to our members.

My commitment to be the best burns as deeply today as when I started my career. Today symbolically marks a time of my career and our careers that will forever be the proudest of our accomplishments. I cannot and will not leave this Union alone. So my success is a reflection of this team’s success; this team’s success is a reflection of your success.

Collectively it means nothing without the hard work of each — and support of each member working together to improve the standard of living for everyone in the ironworking industry. Today we rededicate ourselves to ensure that our members’ safety and prosperity remain on an upward trajectory.

Again, Brothers and Sisters, thank you from the bottom of my heart.

Now I would like to congratulate the officers and their families and give them a big round of applause.
(Applause.)

Now we have some announcements, but we’re going to take a photo, I’m sorry.
(Photo taken.)

Now we have some announcements from General Secretary Piksa so we can let you go.

GENERAL SECRETARY PIKSA: The District Council photos will continue to be taken this afternoon in the Mirage Events Center A. That wasn’t a Canadian aye, that was in Room A. The District Council’s schedule for this afternoon are:

Rocky Mountain Area, 4:15.
Regional District Council, 4:30.

District Councils scheduled for tomorrow morning are:
Chicago and Vicinity, 7:00 a.m.
Tennessee Valley and Vicinity, 7:15.
New York, 7:30.

I want to remind our District Council Presidents to report to my office at the end of today’s session, which is located at Barbados B to participate in the lottery drawing for the seats where you’ll be sitting at the General President’s Dinner tomorrow night in the Grand Ballroom. We always have a fair drawing.

So once again, be in my office, Barbados B, as soon as we’re done for the drawing for the seating and the dinner for tomorrow night.

Tonight’s Canadian Night is sponsored by the District Council of Western Canada, Eastern Canada and Ontario. It will be held in the Grand Ballroom from 6:00 to 10:00 p.m. It’s going to be another great evening, aye, and all are welcome.

(Laughter.)

Be sure to use your tickets any time this week on the days you choose to visit Siegfried and Roy’s Secret Garden and Dolphin Habitat. Children 3 and under are not required to have tickets. The hours of operation are 10:00 a.m. to 7:00 p.m. with the last admission at 6:00 p.m. If you have not received your tickets, you can obtain them at the information booth located at Registration Desk 3.

Please remember tomorrow night’s cocktail reception and banquet. That event starts at 6:00 p.m. with cocktails followed by dinner at 7:00 p.m. in the Grand Ballroom. There will be music and dancing, beginning from 8:30 p.m. until 11:30 p.m. The cocktail reception and banquet is for adults only.

Camp Iron Workers will again be held during tomorrow’s cocktail reception and banquet. It will be in the Bermuda A and B from 5:30 until 11:00 p.m. Food, beverages and activities will be provided for the kids in Camp Iron Workers.

Also, an important note about tomorrow morning, Wednesday, August 24th, we will be starting our morning session at 8:00 a.m. sharp. This concludes my announcements for today.

GENERAL PRESIDENT DEAN: The meeting is adjourned until 8:00 a.m. tomorrow.

(Whereupon, the Convention recessed to reconvene at 8:00 a.m. on August 24, 2016.)

THIRD DAY
Wednesday, August 24, 2016
MORNING SESSION

(Whereupon, the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers convened at 8:00 a.m. on Wednesday, August 24, 2016, in Las Vegas, Nevada.)

(Video presented.)

GENERAL PRESIDENT DEAN: Good morning, Brothers and Sisters.

(“Good morning” from the floor.)

I hereby call this session of the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to order. I hope you had a good time last night at Canada night. If you got any extra drink tickets in your pocket, it’s your own fault.

(Appraise and laughter.)

This morning’s invocation will be given by the Reverend Steven Yurosko of St. Andrew’s Episcopal Church in Polson, Montana. Reverend Yurosko knows more than a little bit about what our members do. A native of the San Francisco Bay Area he worked in construction for 30 years, 25 of them as a plumber before he discovered his call to the priesthood.

He followed it through by gaining a bachelor’s degree and then receiving a postgraduate degree in seminary in a 12-year process that ended with his ordination to the priesthood in 2012 and his move to Montana.

Part of what Reverend Yurosko — what called Reverend Yurosko to the priesthood was his desire to make a difference by pursuing social justice. While in the Bay Area, he was active in the Kairos Prison Ministry. He is on the board of directors for the Food Pantry of Polson and is a leader in Polson’s Ministerial Association Program called Helping Hands, which looks after needs of the poorest in his community.

We are grateful to have him join us this morning. Brothers and Sisters, please rise for Reverend Yurosko’s invocation.

(Appraise.)

REVEREND YUROSKO: Thank you, President Dean. I’m really honored to be here with you this morning. As President Dean told you, I worked in construction in the San Francisco Bay Area for over 20 years before God decided he wanted something different from my life.

Back then I would never have dreamed in a million years that I would, let alone could have, done something this awesome.

Before we pray this morning I would like to say a word about prayer. As a priest I often have occasion to listen to people speak about their faith life. It isn’t uncommon, especially in these uncertain times for those I speak with to begin by expressing regret or dissatisfaction for their inability to pray. I’m sure they feel they are being summoned to prayer by God, but the God who is calling seems to be wagging a celestial finger in a guilt-inducing tone — you should be praying more and better.

While I believe that God is summoning us to prayer, I believe that the finger is not wagging but beckoning.

Prayer is an invitation to conversation and communion, not a task or duty that we are obliged to carry out. As the author of First John puts it, we love because first he loved us. The invitation to pray is an invitation to love generously, given by the one who created us and loves us as no one else can.

Prayer is not our gift to God but God’s gift to us. That being said, the Lord be with you.

(“Also with you” from the floor.)

Let us pray. Oh God who created the earth and the universe in which it stands, we give you thanks for calling each of us to work and to share in your creation with our hands and our minds. We thank you for calling us to share with others in our work and to know the friendship of our fellow laborers.

Continue to bless with strength and skill as we pursue our work. Help us to know the daily satisfaction of a job well done.

Oh God of compassion who has called us to seek the honest rewards of our labors and who has given quality of life to us and to our families as the fruit of our labors, we give you thanks for all those who have gone before us, by whose efforts we share those fruits today. Give us the courage to follow in their footsteps so that others may share in the good life and the just rewards of their labors.

We give thanks, especially for those who have sacrificed their comforts and risked their well being and even their lives for the sake of their beliefs. May we honor their sacrifice by the quality of our service as members of this union.

Oh, God of justice, we pray that you will be with our nation at these critical times. Save us from the violence and hatred that threaten...
the very foundations our country was built on. Save us from the prejudice and divisions that seek to separate us from our fellow human beings, at home and throughout the world. May we truly seek for liberty and justice for all and may we respect the dignity of every human being.

Be with us in our meeting this day, help us to engage in meaningful discussion, to listen before speaking, to strive to respect and understand the opinions of others and to truly value and appreciate each other in order to build a stronger fellowship.

Remind us, Lord, that all we do here today is for the greater glory of you and for the service of humanity. We ask this through the risen one, our Lord, Jesus Christ. Amen.

("Amen from the floor.")

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Reverend.

And now I would like to bring to the podium general counsel, Frank Marco. Frank is a partner in the Gregorio Marco Law Firm in my home town of Chicago. He is a graduate of Marquette University and received his law degree from Cornell University.

He has a long, successful record of representing unions and ERISA Trust Funds on a variety of issues affecting employee benefits.

Frank has also lectured and written extensively in labor law and ERISA and has been published by the National Foundation of Employee Benefits.

I have grown up in this business with both John Gregorio and Frank Marco in my role as a labor leader and throughout my career. Frank has been with me every step of the way. I rely on his legal advice and his knowledge as it relates to our Union’s ability to navigate through difficult decisions and situations we face.

Please welcome Frank Marco.

(Applause.)

GENERAL COUNSEL MARCO: Thank you very much for that introduction and thank you for selecting me to be your general counsel. As Mr. Dean said, my name is Frank Marco and I am a partner in a labor law firm out of Chicago. I’ve worked as an attorney for about 25 years now and I am fortunate to have had the opportunity to represent organized labor throughout my career.

I’ve also had the good fortune of working with General President Dean in various capacities over the past 20 years. We started working together when he was a Trustee on his Local 63 Benefit Funds and I served as their fund coun-
sel. I was a young attorney back in those days and had a decent understanding of the laws governing the funds. But I remember that Mr. Dean was always the Trustee that asked the hardest questions, the ones that I did not know the answer to and had to research to come to the next meeting more prepared.

Next he became the District Council President and transformed our Chicago District Council meetings from pure social events into business meetings designed to offer new ideas to Local Unions. He let the Locals make their own decisions but he exposed them to various alternatives to what their current practices were.

When a new law came out or a new policy was required, District Council President Dean would have me draft those documents and distribute them to all the Locals in the District Council. He said this way the Locals wouldn’t have to hire their own attorneys. But since we represented many of the Locals, I knew firsthand where the cost savings was coming from.

Next he appointed me as—he was appointed to be the administrator of a Local who was under International supervision and there I saw him agree to an unpopular work rule change in exchange for about $6 or $7 per hour in pension contributions. These contributions ultimately saved the pension plan.

When we were first hired, the pension plan was 33 percent funded and was going down. There were enough applications on hand at the moment that we were hired to take the very last dollar out of that pension plan. Ten years later the plan is out of the red zone, it’s well over 70 percent funded. It’s going to be in the green zone in a couple years and 100 percent funded very shortly.

From these experiences, I have known a leader who challenged all those around him to be better leaders. Not by telling people what to do, but by giving them the tools that they need to make better decisions. He challenged me to be a better lawyer and he’s challenging all of us to grow this Union.

This is a leader who is not afraid to push the envelope, tackle a hard problem or change the status quo. This is a leader that this Organization needs and I look forward to working with General President Dean to assist him in achieving his goals by navigating around the legal obstacles that stand in front of us. It’s been a great working relationship and a great friendship as well.

Now, like many of you, I followed in my father’s footsteps in my career choice. He wasn’t an Iron Worker, he was a lawyer from Chicago and he was passionate about his profession. He never encouraged me to be a lawyer, but he showed me the way. He worked seven days a week, not because he had to, but because he wanted to.

Even when we went on family vacations and my sisters were sunbathing by the pool or having fun on the beach, my father would grab me and take me with him to visit the old courthouses in the towns we visited and sit in court and watch a trial or an oral argument to learn that process.

He noted that courthouses often sat in the center of town and that they were the only places where regular people could challenge powerful interests. Even if they had a good case, individuals weren’t always going to win all the time, but if they also had a good lawyer at least they had a decent shot.

My father also taught me the value of perseverance, that losses were just obstacles you had to overcome, that the easy way out was never the best way and that hard work was always required to do a good job. Now, this may not sound like most people’s idea of a vacation and I may have missed out on a few fun days at the beach, but through that experience I learned the value of working hard and helping others.

Another man I admire was Clarence Darrow. He is also a Chicago lawyer and he was famous for fighting against the death penalty in a few celebrity cases, but he also represented trade unions early in his career. And he once said that for all their faults, trade unions have done more for humanity than any other organization of men that ever existed. I believe this to be true as well.

Each one of you in this room has dedicated yourself to help working people learn a trade, have health insurance, earn a decent wage and have the dignity of a secure retirement. I admire you for your work and I feel blessed to have the opportunity to help you any way that I can.

You have heard now as to what the goals of the Organization are. The main goal is to organize, to increase market share and to recover markets that we lost or are in danger of loss. The good news is that we are not starting from scratch. The struggle that we are in is more of a relay race than a sprint.

We are in a relay race that was started by General President Hunt that started to recover markets through the use of IMPACT and through efforts to revitalize the reinforcing markets. These efforts were championed by General President Wise who also invested more resources in organizing at the International level as a way to gain market share.
The office of the general counsel has also been revitalized under the stewardship of Ron Gladney, my predecessor. He inherited an office that was in dire straits and worked tirelessly over the years to put it back in order. I can safely report that there is no fires to be put out at the general counsel's office, only many new challenges that lie ahead.

I thank Mr. Gladney for his work and efforts and appreciate the work that he has done and his accomplishments. The relay race continues and the baton has now been handed off again and the goals of today's leadership will likely not be completed in this leg of the relay either. Our hope is to work hard and accomplish as much as we can and hand off the baton to the next generation for them to continue this journey.

To do this we need to overcome significant challenges that lie ahead. The best news is that work is good and there is a need for our services and a dire need for more ironworkers across the country. It's also good news that almost all of our members are now working decent hours. But what this means, however, is that if we want to service our contractors or expand our markets we have to organize the nonunion ironworkers who are already working in the industry. How do we do this?

Well, legally, we have to take down some of the barriers to entry that we set up over the last 40 years. In the past, organizing, at times, meant shutting down nonunion jobs turning them union and supplying union members and union contractors to finish that work.

And this may have worked in the past, but now that all of our members are working or most of them at least, the nonunion company employees are the only source for that labor. We need to organize them and their employees.

A good apprentice program is one route to supplying the workforce the economy needs and the construction markets as well. The problem is that it takes three years to fully train an apprentice and sometimes longer and the jobs that are out there now will be filled long before that time.

The Probationary Member Program was initiated to help you in these type of circumstances while still ensuring that the worker gets proper training. You have six or twelve months to review a worker and determine if he has the skills needed to be a journeyman and the person can be given a journeyman card or placed at an appropriate level in the apprentice school.

A Local can also organize a company and give a journeyman card to all its workforce. Now these are the only ways that we can take advantage of this historic opportunity and meet the labor needs of the marketplace.

The lack of portability between Locals has also been somewhat of a barrier to expanding markets. The Iron Workers International Union has international agreements that provide for a certain amount of portability and we are looking forward to expanding that as the needs of the marketplace present themselves. We are breaking down restrictions which limit the ability of union companies to bid certain jobs.

We recently increased portability for rigging companies who hold international agreements, to give them even more flexibility on certain jobs. The idea is that we should not limit the ability of our Union companies to bid jobs and assign that work to our members.

At times our wage rates alone are a barrier to expanding markets. If we lost a market share in a facet of our trade to nonunion forces, we can't hope to get it back by simply holding on to that same rate. The goal of the Union is to negotiate better terms and conditions of employment for the workers in the field. We're not fulfilling that goal if we completely price ourselves out of the market at the same time. This is an important thing to keep in mind.

Our goal is to represent every person engaged in ironwork. This includes our present membership, but it also includes nonunion ironworkers who are out there. If we can get a nonunion ironworker signed up and provide him with a 10 percent raise and medical coverage, we've done an excellent job. We're not going to be able to triple their salary right off the bat because the market wouldn't support such an increase. So let's do the best we can. We can't just walk away.

The final barrier to recovery that we have is our underfunded pensions. About a year ago I was at a social event with some of the leaders of Iron Workers Local 63. I had a long discussion with the Business Manager over distressed pensions that went on for probably too much of the night. The next day someone complained that we were debating pensions for well over two hours and I actually think it was a little bit more. And I felt bad that we might have bored everyone that night about talking about funding deficiencies or actuarial assumptions. And I was worried that this was probably no one's idea of client entertainment.

But General President Dean immediately chimed in and stated that the next ten years of labor law was going to be devoted to fixing our pensions. I never realized that before, but I think it's certainly true today. Pensions don't get fixed overnight, they can take decades to fix but we have to start now, when work is good and hours are coming in higher than expected. If your pension plan is slightly underfunded put in the fix today and let the additional hours work for you so that when the boon time is over your plan will be able to weather the storm.

For pensions that are distressed you have a lot of tools at your disposal. None of the solutions are easy and none of the results will be pain free, but we have to make the tough moves now so that we are not saddled with a huge funding deficiency forever.

Employers are tuned in to the funding issues and withdrawal liability concerns them and it concerns their next generation at the company as well. As you try to organize a sophisticated company, that red zone or yellow zone plan looks like a giant albatross to them hanging around your Local's flag pole. Contractors see it on their way to the Local Union and they just turn around and drive away.

Solutions to your pension woes include adding additional funding, cutting future accruals, submitting a plan to the IRS to cut certain accrued benefits, merging with a larger plan. The list of options goes on. And we also know that not all plans can be saved, some can't be funded sufficiently to stave off insolvency and they may have to be left alone and perhaps the PBGC might take over some of those.

But the solution to a pension crisis is yours to develop at the Local level. The solution has to be balanced in meeting the needs of retirees, while at the same time providing retirement security for the active workforce. Any plan that leaves out the active workers is going to fail at some point. If you don't include retirement benefits for the actives, they may leave your trade and then the rehabilitation plan that you instituted is going to fail anyway.

So figure out a way to fix your pensions and protect your retiree pensions as best you can while still providing a decent retirement benefit for the active population. The task is not easy, but we have to accept this challenge.

The final thing that I want to stress today is the importance of political action. International is going to devote more resources than ever before to political action. The antiunion, antilabor forces have been pouring money into state and local elections for years and we have been hurt as a result. If we don't have a foot in the door at the state and local levels the door is going to shut. Right to work laws have been enacted across the country and more recently in industrial states.

The right to work battle is not a new battle; it's been waged for years. Fifty years ago, Dr. Martin Luther King said that we must guard
against being fooled by false slogans, such as right to work. He said that it’s a law to rob us of our civil rights and our job rights. Its purpose was to destroy unions and the freedom of collective bargaining by which unions have improved wages and working conditions of everyone. Those words are still true today. Dr. King fought against right to work laws and so will we.

State prevailing wage laws have also come under attack. These and other antilabor legislative efforts are going to continue. And at the national level we are going to devote more time and resources to prevent these legal challenges from expanding. And we also hope to roll back some of these laws when the situation presents itself.

To let you know just how important politics in general is, and how important this election is, the U.S. Supreme Court was poised to overturn settled law this year and decimate public sector unions in 25 states across this country by eliminating their ability to charge fair share costs for the costs of collective bargaining.

It was only the death of Justice Scalia that resulted in the case going down in a four/four tie. Labor’s collective victories in 25 states over decades was preserved only because of the absence of one man from this decision. With one Supreme Court vacancy already in place, two justices currently over 80 years old and one over age 78, four justices may be appointed in the next eight years. The future hangs in the balance.

We need to use our energy and our treasury to elect candidates who support issues that are important to labor. When one candidate favors right to work laws and wants to appoint future Supreme Court Justices who are like Justice Scalia, the labor movement needs to work hard to ensure that that candidate loses this November.

It’s no coincidence that labor hit its peak in the 1950’s. The laws all changed around that period. Almost everything that worked in the past was thereafter made illegal. So we have to be in this political process otherwise the slide will continue.

Now your IPAL fund is strong and it’s getting stronger and I look forward to working with them in the years to come. The fight continues and I look forward to working with you in the future. Thank you.

(Standing ovation.)

GENERAL PRESIDENT DEAN: As my lawyer, Frank always had a way of explaining things that was so simple even an Iron Worker could understand it. Thank you, Frank.

Now we are going to see a video for our Canadian brothers and sisters, featuring one of the best dressers since our past retired General Vice President Joe Quilty. Even Joe couldn’t hold a candle to our next video speaker. Please roll the video.

(Video presented.)

( Applause.)

GENERAL PRESIDENT DEAN: Now we’re going to hear from our Officers’ Report Committee for a full report. Will Chairman James Mahoney and Secretary Dave Beard, please come to the podium.

COMMITTEE CHAIRMAN MAHONEY: Good morning, Gentlemen. I want to thank the Officers’ Report Committee. They worked diligently and I want to thank my Secretary Dave Beard.

Thank you, Mr. Chairman. General President Dean, General Secretary Piksa, General Treasurer Evers, all the Vice Presidents, the Officers’ Report Committee met for a total of two days, Thursday and Friday of last week. Secretary Dave Beard took the minutes of each meeting and I will now proceed with our report.

Article VI, Section 1c, Representation. The Committee was referred to General President’s Recommendation No. 3 concerning Article VI, Section 1c, Representation, found on page 20 of the International Constitution and can also be found on the General President’s Recommendation Section of the app.

The Committee concurred with General President’s Recommendation No. 3 to add the following sentence to the end of Article VI, Representation, Section 1c, to read as follows: The General President shall determine which full-time representatives are eligible to be delegates under this section.

I move for the adoption of the recommendation of the Committee.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: The motion has been made and seconded. On the question?

(No response.)

All those in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to the General President’s Recommendation No. 6, concerning Article XXIII, Section 7, Apprentices, found on page 91 of the International Constitution and under the General President’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendations to Article XXIII, Section 7 of the International Constitution to read as follows:

Section 2. It shall be mandatory on the part of each affiliated Outside Erection Local Union to establish and place into operation a training program for apprentices which is in conformity with the Iron Workers Apprenticeship Certification Program (IACP) and the Standards of Apprenticeship established heretofore as the amended — as amended from time to time by the General Executive Board.

Local Unions which, because of special conditions and circumstances, desire to operate an apprenticeship program which deviates from the IACP and the Standards of Apprenticeship, shall direct a letter to the General Secretary requesting such permission.

I move for adoption of the recommendation of the Committee.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: It’s been moved and seconded. On the question?

(No response.)

All those in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to the General President’s Recommendation No. 5 concerning Article XXIII, Section 2 of the International Constitution to read as follows:

The Committee recommends concurrence with the recommendation to amend Article XXIII, Section 2 of the International Constitution to read as follows:

Section 2. It shall be mandatory on the part of each affiliated Outside Erection Local Union to establish and place into operation a training program for apprentices which is in conformity with the Iron Workers Apprenticeship Certification Program (IACP) and the Standards of Apprenticeship established heretofore as the amended — as amended from time to time by the General Executive Board.

Local Unions which, because of special conditions and circumstances, desire to operate an apprenticeship program which deviates from the IACP and the Standards of Apprenticeship, shall direct a letter to the General Executive Board.

Local Unions which, because of special conditions and circumstances, desire to operate an apprenticeship program which deviates from the IACP and the Standards of Apprenticeship, shall direct a letter to the General Secretary requesting such permission.

I move for adoption of the recommendation of the Committee.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: Motion has been properly made and seconded. Anything on the question?

(No response.)
Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)
Any opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to General President’s Recommendation No. 6, concerning Article XXIII, Section 8, Apprentices, found on page 91 of the International Constitution and under the General President’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendation to amend Article XXIII, Section 8 of the International Constitution to read as follows:

Section 8. After completing the required term of apprenticeship in accordance with the IACP and the Local Union Apprenticeship and Training Standards, all apprentices shall appear before the Local Union Examining Committee and take the examination based on the IACP core and Local Union curriculums for Journeyman membership. Apprentices failing to pass the examination after completing their term of apprenticeship shall serve an additional one thousand (1,000) hours or six (6) months apprenticeship and then again be examined.

I move for adoption of the recommendation of the Committee.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: Motion has been properly made and seconded. Anything on the question?
(No response.)
Hearing none, seeing none, all in favor signify by saying aye.
(Chorus of ayes.)
Any opposed?
(No response.)
The ayes carry.
(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to General President’s Recommendation No. 8 concerning Article XXIII, Section 11 to read as follows:

Section 11. All newly appointed Apprentice Coordinators/Training Directors, must attend the new Coordinator Class within one (1) year of appointment at the annual Instructor’s Training Program. The cost for attending the classes will be paid by the Local IATC.

I move for adoption of the recommendation of the Committee.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: Motion has been properly made and seconded. Anything on the question?
(No response.)
Hearing none, seeing none, all in favor signify by saying aye.
(Chorus of ayes.)
Any opposed?
(No response.)
The ayes carry.
(Gavel bang.)
I move for the adoption of the recommendation of the Committee.

COMMITTEE CHAIRMAN MAHONEY: I second the recommendation.

GENERAL PRESIDENT DEAN: Motion has been moved and seconded. Anything on the question?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY BEARD: The Committee was referred to General Secretary’s Recommendation No. 10 concerning Article XXVI, Constitution Governing All Local Unions, Section 16c, Nomination, Election and Installation of Officers, found on page 111 of the International Constitution and under the General Secretary’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendation to amend Article XXVI, Section 16c of the International Constitution to read as follows:

Section 16c. The election of officers shall be held on a certain date or dates not more than once every three (3) years and the Local Union shall state during what hours the polls shall remain open, using a ballot approved by the General Secretary. Canadian Local Unions, to the extent permitted by Canadian law and by Local Union By-Laws, may have five (5) year terms.

I move for the adoption of the recommendation of the Committee.

COMMITTEE CHAIRMAN MAHONEY: I second the recommendation.

GENERAL PRESIDENT DEAN: It’s been moved and seconded. Anything on the question?

(No response.)

All in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY BEARD: Appendix C. The Committee was referred to General Secretary’s Recommendation No. 15 concerning Appendix C, General Information and Rules in Connection With the Nomination and Election of Local Union Officers and/or Delegates to the International Convention, Election of Officers, paragraph B, found on pages 163 and 164 of the International Constitution and under the General Secretary’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendation to amend Appendix C, Election of Officers, Paragraph B, by substituting the following:

Paragraph B. The Local Union shall utilize a ballot which has been approved by the General Secretary.

COMMITTEE CHAIRMAN MAHONEY: I second the recommendation.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded. Looking for any discussion?

(No response.)

All in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY BEARD: The Committee was referred to General Secretary’s Recommendation No. 12 concerning Appendix B, General Working Rules, found on pages 133 to 152 of the International Constitution and under the General Secretary’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendation to amend Appendix B by changing the title to General Working Rules for Outside and Regional Local Unions. The Committee further recommends that Appendix B be referred to the General Executive Council for review and updating to current practices and procedures, as well as inserting section numbers for each topic.

I move for the adoption of the recommendation of the Committee.

COMMITTEE CHAIRMAN MAHONEY: I second that recommendation.

GENERAL PRESIDENT DEAN: Motion has been properly made and seconded. Anything on the question?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY BEARD: The Committee was referred to General Secretary’s Recommendation No. 14, concerning Appendix C, General Information and Rules in Connection With the Nomination and
Election of Local Union Officers and/or Delegates to the International Convention found on pages 153 to 168 of the International Constitution and under the General Secretary’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendation to amend Appendix C by changing the title to General Information and Rules for Elections and by inserting section numbers for each topic.

I move for the adoption of the recommendation of the Committee.

COMMITTEE CHAIRMAN MAHONEY: I second the recommendation.

GENERAL PRESIDENT DEAN: It’s been properly moved and seconded. Anything on the question?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to General Treasurer’s Recommendation No. 2 concerning Article VI, Representation, Section 1b, found on page 20 of the International Constitution and under the General Treasurer’s Recommendation Section of the app.

The Committee recommends concurrence with amending Article VI, Representation, Section 1b by substituting the following:

Section 1b. Each Shop and Navy Yard Rigger Local Union shall be entitled to representation based on the total dues payments billed for during the five (5) years ending the last day in December of the year preceding the Convention in accordance with the Shop Delegate Chart.

I move for adoption of the recommendation.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: It’s been properly moved and seconded. Anything on the question?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to General Treasurer’s Recommendation Section 1a, found on page 19 of the International Constitution and under the General Treasurer’s Recommendation Section of the app.

The Committee recommends concurrence with the recommendation to amend Article VI, Representation, Section 1a, by substituting the following:

Section 1a. Each Local Union, except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation based on the total dues payments billed during the delegate calculation period in accordance with the Outside and Regional Delegate Chart. Total dues payments shall be equal to the sum of 1) dues payments billed and 2) the number of lifetime member months during the Convention calculation period which shall be determined by the number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention.

I move for adoption of the recommendation of the Committee.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: It’s properly been moved and seconded. Any discussion?

(No response.)

All in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: The Committee was referred to General Treasurer’s Recommendation No. 1 concerning Article VI, Representation, Section 1b, found on page 20 of the International Constitution and under the General Treasurer’s Recommendation Section of the app.

The Committee recommends concurrence with amending Article VI, Representation, Section 1b by substituting the following:

Section 1b. Each Shop and Navy Yard Rigger Local Union shall be entitled to representation based on the total dues payments billed for during the five (5) years ending the last day in December of the year preceding the Convention in accordance with the Shop Delegate Chart.

I move for adoption of the recommendation.

COMMITTEE SECRETARY BEARD: Mr. Chairman, I second the recommendation.

GENERAL PRESIDENT DEAN: It’s been properly moved and seconded. Anything on the question?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN MAHONEY: I just want to thank the Committee for their hard work.

GENERAL PRESIDENT DEAN: Thank you, James and David and all the members of the Committee for your great work.

(Applause.)

Our next speaker is executive director of a very important organization, one the Iron Workers are proudly affiliated with, the Union Veterans Council. This council brings union members who are veterans together to speak on the issues that impact them the most, especially the need for good jobs and a strong and fully funded and staffed VA.

The Union Veterans Council is ably directed by Will Fischer, a Marine Corps veteran in the war of Iraq and member of the Painters District Council 51. Will has also been a teacher, political activist and an AFL-CIO staff member, where he has worked in political community services and the education departments.

Will is also a powerful moving speaker, who doesn’t mince words as this video makes clear. Please watch.

(Video presented.)

(Applause.)

Brothers and Sisters, please join me in welcoming a proud veteran, a proud union member, an advocate for the causes we hold dear, Union Veterans Council Executive Director Will Fischer.

UNION VETERANS COUNCIL DIRECTOR FISCHER: Good morning, everybody.

(“Good mornings” from the floor.)

And thank you, President Dean, for that introduction. And if I may, I would be remiss if I didn’t take a moment to say, as director of the Union Veterans Council, I am hard pressed to think of any organization out there that is doing more to connect veterans to what veterans need, more than anything, and that is access to a good career than this Union, your Union, the Iron Workers and I want to say thank you for it.

And thank you to the entire Iron Worker family for allowing me a few moments of your time here today. I am so honored to be here with you to discuss some issues and ideas that are very, very special to me, but that are also very important to each of us and are vital to the success of our movement.

Now, before moving forward I would just like to do a quick exercise, would all the veterans in the room, please raise their hand, now keep them up. Now, how about anybody who has a spouse, mother, father, brother, sister, son or daughter who is a veteran, raise their hand.

All right, now keep them up. Now how about anybody who knows of a veteran in their Local Union back home, raise your hand. Now take a look around, take a look around. You can put your hands down. Was anybody surprised to see how many folks just now raised their hand when we raised our hands? Anybody?

Well, let me tell you right now, if you were, you shouldn’t have been. You see, I could leave this convention hall right now and leave and walk out and go into any Local Union meeting, on any job site, shop floor, factory, mill, VA hospital or post office and make that same request, would all the veterans in the room please raise their hand and I would have had the exact same response.

You see, Sisters and Brothers, that’s because when you are talking to an audience of people who work, you are talking to an audience of people who’ve served. And when you see somebody fighting for their and our rights, very often that same person, that same per-
son you see, they’ve already tasted battle and fought for our nation overseas. And that’s very much at the core of what I want to talk with you about here today.

You know every movement, every organization, every union begins with an idea, right? Very often it’s a pretty simple idea. It’s the idea and dreams of something that will give a movement birth, nourish it through infancy and sustain it through adversity and the Union Veterans Council is no different.

Sisters and Brothers, at the end of the day, our job, our purpose, is simply to make the lives of veterans and the working class better. To show that the issues that are facing veterans and those that are facing the working class aren’t independent of each other. To advocate, so when someone comes home and takes off their uniform they would have access to a good job. Not just a job, but a good job.

To mobilize that, so that when someone comes home and takes off their uniform they have access to quality healthcare. And that’s healthcare we earned and healthcare that’s delivered through a strong, fully funded and fully staffed VA.

And to organize, to organize, Sisters and Brothers, to make sure that when someone comes home, takes off their uniform and does go to work, they are able to go to work carrying with them basic dignity, respect and the ability to collectively bargain for a fair reward for the job that they do. That is what the Union Veterans Council is all about. We fight for those who fought for us and we stand together for a better life.

(Applause.)

Now, you would think, you would think based on the rhetoric we hear so often and certainly heard a few weeks ago in Cleveland that everything I’ve said thus far would have wide support, wide support. You would think anybody out there running for anything, whether that’s President of the United States, the U.S. Senate, governor or the smallest office in the smallest town in America would tell you that veterans ought to be able to have access to a good job and a strong VA.

After all, politicians love to talk about how much they care about veterans, right? You can’t find somebody out there on the campaign trail that won’t toss that baby aside they are getting ready to kiss if they get a chance to throw their arm around a veteran. Put a veteran in their TV commercial, talk about how much we have to stand with veterans, honor the sacrifices of veterans, have the backs of veterans, but you know every time I hear anybody talking like that, I always have a few questions for them.

You say you are pro veteran, but is it pro veteran to attack prevailing wage loss? Is it? (“No” from the floor.)

Is it pro veteran to try and destroy and privatize the VA? (“No” from the floor.)

Is it pro veteran to support bad trade deals? Trade deals that rip jobs from veterans and send them overseas. (“No” from the floor.)

Of course not. Just look around this room. You see how many veterans are here and you know how many are in your Locals back home.

And yet, and yet, these are the actions, these are the actions, the ones I mentioned just a moment ago, that are carried out by some of those who claim so loudly to be pro veteran. They are the exact same people who sent me, many of you and your loved ones to all corners of the world to fight and protect and make sure our nation had a future. And now we are back home and now they are finished with us and they do everything they can to keep us from having a future of our own.

Make no mistake about it, Sisters and Brothers, make no mistake about it. The exact same people who are more than willing to go out and start wars, and send the working class to fight ‘em with our blood, are the exact same people, the exact same stock who are more than willing to amass fortunes off the sweat and labor of veterans once we return back home.

Well, I’ve got news for those folks and I’ve got news for everybody in here — the veteran class is the working class and an attack on workers is an attack on veterans. Not just sometimes, not just in some sectors, not just in some parts of this country, but in all sectors, all the time and all over this country.

Now moving on a bit and aside from what’s already been mentioned, it’s a little bit about the new and unlikely battlefield in the war on workers and veterans. And this impacts every single person in this room. And I want to talk to you a little bit now about the VA. And right out of the gate let me just say, for the veterans who are treated at the VA and for the veterans who work at the VA, the stakes cannot be any higher.

Let me explain. In the wake of the VA secret wait list scandal, where VA managers rigged a scheduling system to make it appear that more veterans were being treated than actually were, Congress gave some authority to VA Secretary Bob McDonald to get rid of some of those bad managers and some resources to hire on some new staff, many of whom are veterans, to take care of the influx of new patients coming into the VA system.

And you know today, today the VA is seeing more patients than ever before and continuing to provide quality, integrated care that is designed specifically for veterans.

Now, don’t get me wrong, don’t get me wrong, there is still a lot of work to be done, there is still a lot of improvements to be made, but things are headed in the right direction, but some want to keep that a secret. You see, rather than trying to work together and find ways to improve care for veterans, some have used these troubles at the VA as an opportunity to chip away at basic workplace rights and as an opportunity to make inroads into destroying and privatizing the VA.

And Sisters and Brothers, I think everybody in here knows privatization, that is just a fancy word for saying I’m going to let my billionaire buddies profit off of the care of veterans.

All this despite the fact that three weeks ago the Rand Corporation came out with a study saying that the VA provides equal or better care than the private sector across the board. All this despite the fact that veterans and veteran service organizations regularly talk about how much we enjoy the care that we received at the VA. All this despite the fact that recent bipartisan polling has shown that nearly 60 percent of veterans would categorically oppose the candidacy of anyone who supported VA privatization.

So then you are left to ask yourself, well, who supports this? Who supports this, then? Well, for one, that chicken hawk charlatan Donald Trump, he supports this, he supports this.

Actually can I talk to you all about Donald Trump as a veteran? Donald is so keen on talking about me and my fellow veterans all the time. Donald Trump, yes, this is someone who wants to do away with the G.I. bill. Yes, this is somebody who wants to privatize the VA, but it goes far deeper than that.

This is the man who compares his sex life in the ‘80s and ‘90s to combat in Vietnam. This is somebody who says that when me and my comrades were hit by roadside bombs that we just went for a little ride in the air. Someone who mocks the service of POWs. Somebody who attacks gold star families. Can we just let that sink in for a moment?

Where are we in our politics where we have people, and in this case the Republican party’s nominee for President of the United States, attacking gold star families? People who have already sacrificed more than many can even begin to imagine.

This is somebody who waves a Purple Heart in the air and says I always wanted one of these.
And not to be too repetitive of my video, but I was asked, what do you think about what Donald Trump just now said about the Purple Heart? And I did, I thought of August the 19th, 2004, the day I was awarded a Purple Heart right outside of the city of Faluja, Iraq. And I thought about my brother who doesn’t have an arm anymore, who got that same medal. My brother who doesn’t have an eye anymore who was awarded that same medal. And I thought about the widow of my brother who she received it on his behalf because he was killed that day.

You see, they might not have covered that in Donald’s elite military prep school, but Purple Hearts are reminders of very bad days. Purple Hearts are reminders of very bad days and nobody with one ever wanted it.

This is somebody who categorically wants to send more young American women and men into combat. Not his kids, look, not his kids, Donnie, Jr., Ivanka, Eric, they’re not putting on a flack jacket any time soon. But I’m telling you right now if the son of a bitch gets elected President, your kids will and your kids will and your kids will.

(Applause.)

And isn’t it mighty bold talk, isn’t it mighty bold talk, coming from somebody who dodged service when it was their time, with the help of multiple deferments and having a rich dad.

But I need to be very clear, Sisters and Brothers, this anti-worker, anti-veteran nonsense we’re talking right now extends well beyond the race for the Presidency. You see, when you hear me up here talking about those politicians who like to get up on the back of a truck bed or on stage and talk about how much they love veterans and putting out e-mails about how much they have the back of veterans when they are back home. But then they go to D.C. and they vote against veterans every chance they get. There is a few folks who come to mind immediately. Anybody know who I’m talking about?

Well, for starters it’s people like Mark Kirk, people like Ron Johnson, Pat Toomey, Rob Portman and, yes, even people like John McCain.

You see, despite the rhetoric that they are putting out there, when they are back home, when they are in D.C. these people, they vote against veterans’ education benefits. They vote against veterans’ healthcare benefits. They vote against veterans’ job training benefits.

Now, does that sound like somebody who is pro veteran to you?

(“No” from the floor.)

Does that sound like somebody who gives a damn about 22 million veterans who call the United States home?

(“No” from the floor.)

And why? Why would someone take these anti-veteran positions that we’ve just outlined? Why? Because the billionaire class told them to. Because the billionaire class told them to.

In fact, they’ve gone out and they’ve started their very own veterans group, the Concerned Veterans for America. Their very own band of Judases. A group of folks, who — and I don’t hesitate for a moment from saying it — are traitors to their fellow veterans.

They offer full-throated support and strong financial backing for privatizing the VA, for privatizing veterans’ military retirement benefits and for carrying the billionaire classes’ anti-worker, anti-veteran rhetoric into our working class fights all across this country.

And I’m telling you, gang, they are out there and they are trying to organize. They are trying to organize, they are trying to bring people together. They are trying to spread more and more of their venomous propaganda. And those folks I mentioned just a moment ago, they are working real hard to get them re-elected.

But I have some good news. I have some good news. We’re better at it than they are and Donald Trump and the rest of these swine can have their asses shut down come the 8th of November, if we do our job.

(Applause.)

You see that’s because standing with veterans and with the working class and in stark contrast to the rhetoric we’re hearing from the enemy, we have champions for veterans and workers in people like Tammy Duckworth, Ted Strickland, Katie McGinty, Anne Kirkpatrick and Russ Feingold.

And when it comes to this Presidential election, I want to say it as crystal clear as I can, I’m a veteran, I’m working class, and I’m with her. And I’m with her, I’m with Hillary because she’s with us. And she always has been. You see veterans and workers, we are not political props for Hillary Clinton, we are human beings. As First Lady it was Hillary Clinton who was working out front raising awareness about issues affecting Gulf War veterans.

It was Senator Hillary Clinton who championed legislation like the 21st Century G.I. bill. And it will be President Hillary Clinton, who will work to expand veterans’ job-training benefits, to expand veterans’ education benefits and never ever allow our VA to be destroyed and privatized. No. What Hillary Clinton will do is work to build on the successes the VA has already had and work to ensure that all veterans, all veterans are able to have access to the quality healthcare that we earned.

And gang, more than anything, Hillary Clinton fundamentally understands that what a veteran needs access to more than anything upon returning home is a good job. A good job that allows for a life with dignity. And a good job that allows us to live out the American dream we fought to protect and defend.

Now, are we ready to work to get Hillary Clinton and these other folks elected?

(“Yes” from the floor.)

Are we able to rid ourselves, rid ourselves of Donald Trump and these other folks?

(“Yes” from the floor.)

Are we going to do the work?

(“Yes” from the floor.)

Are we going to have the conversations?

(“Yes” from the floor.)

Are we going to fight?

(“Yes” from the floor.)

Well good. I’ll tell you right now, it wasn’t but 15 years ago, wasn’t but 15 years ago, I was a young recruit at Parris Island, South Carolina. It was there I learned two, very, very valuable lessons. Number one, in the immortal words of Marine Corps legend Chesty Puller, to hurt ‘em, you got to hit ‘em. And number two, the mission of a Marine Corps rifle squad is to locate, close with and destroy the enemy by fire and maneuver and to repel enemy assault through fire in close combat.

Now, of course that is the attitude and mindset that I took to Iraq. But it’s also the attitude and mindset I take to work every day. And that is the attitude and mindset that we are going to have to take to win these fights. We’re gonna have to take the fight to ‘em Sisters and Brothers. We are gonna have to out organize ‘em. We’re going to have to spread more truth. We’re gonna have to bring more people together.

And I’m telling you right now, I am telling you right now, if we do this work, if we do this organizing, we are going to whip the asses of these bastards and not just in the voting booth this fall but in state house fights in D.C. and in working class fights all across this country.

(Standing ovation.)

So how we gonna do this? How we gonna do this, right? Sounds nice, but how are we going to do it?

So as it was mentioned in my introduction, my name is Will Fischer. I am Executive Director of the Union Veterans Council. And in that role I work with our affiliated unions, the Iron Workers, a prime example and our other partners and allies, to bring working class veterans who speak out on those issues that are impacting us most. And yeah, we have those conversations as trade unionists. We...
have those conversations as workers, but we’re also having those conversations as veterans.

And I’m telling you right now, we are growing every day. And we are growing for three main reasons. Number one, I’m afforded to be honored with many, many opportunities like this today. People are finding out we exist, they are signing up. I have yet to find myself in any room, whether it’s a break room, a job site or an International union convention where I’m talking to a group of workers that I’m also not talking to a group of veterans and as you’ve already saw, today is no exception.

Number two, small as we are, we are still the only group out there as far as I can tell that is talking with, to, and about veterans as a class and lifting up the fact that the veteran class and the working class are one in the same.

And three, we are being very aggressive, very aggressive in inserting ourselves into political, legislative and mobilizing—and organizing campaigns.

Now in terms of politics, what we’re doing more than anything is cutting through the rhetoric and lifting up where people really are on our issues. And we’re already working with Dave Kolbe’s shop and the rest of the Iron Workers and our other affiliated unions around the country lifting that voice of where people are, doing that through work site leaflets, doing that through Local Union mail, doing that through a tremendous amount of online activity. We’re having rallies and events in some of your states between now and the election. We’ve already had quite a few.

We are getting more and more into the media, we are bringing these veterans together. We’re bringing these workers together and we are having the conversation about this election.

Again of course we’re talking to our trade union sisters and brothers, trade unionist to trade unionist but we are also having those conversations veteran to veteran.

Now in terms of lobbying and legislative activity, some of you all in the room probably do some lobbying on occasion. Am I right?

(“Yes” from the floor.)

Now for you veterans in the room, do you ever think, maybe if I’m going to go in there and do this lobbying, I should mention the fact that I’m a veteran, right? Let me just give you an example. I could walk into the Capitol Hill tomorrow in Washington, D.C., walk in, Hi, I’m Will Fischer, I’m a member of the International Union of Painters and Allied Trades, District Council 51 and I’m here to talk about why the TPP or the Trans Pacific Partnership is bad for me and my fellow workers. Now what are some of ’em going to say? Of course your union sent you here to tell me that. Now what if instead I walked in and said, Hi, I’m Will Fischer. I’m a veteran of the war in Iraq. I’m a United States Marine and I’m here to talk about why the Trans Pacific Partnership is bad for me and my fellow veterans, right? Sounds a little different, sounds a little different. Still that same working class message but we are delivering it through that veteran lens.

Now some of you — we’re always organizing, right? I mean organizing that’s first, foremost and fundamental. Sometimes we are out there and we are trying to organize a new worker, we are trying to strip somebody, right? What if we found out that person’s a veteran? Why would we not have a veteran, who is already active in the Local, go have that conversation and have that conversation about the union difference; have that conversation about solidarity. But have that conversation veteran to veteran.

As I mentioned earlier, we are growing every day and every person in this room is invited to join us. I’ll tell you right now it doesn’t cost you anything and it takes you less than 10 seconds. Certainly not right now but when you get a chance. Look, visit us at UnionVeteransCouncil.org, add your name, sign up.

We’re very, very active on social media. I know that many of you are as well. If you get on Facebook, visit the Union Veterans Council Facebook page and give us a like.

Look, here’s the reality: I can’t be everywhere. Neither can you. But together we can. Together we can. So when you get that first e-mail, when you see something we post on social media that you like, send that around to your sisters and brothers at the Local, send that around to your sisters and brothers that you worship with or that you coach little league with, or that are in your communities. Help us grow and build this veteran-driven fighting force for the entire working class.

Sisters and Brothers, we are meeting at a historic time to say the least. And veterans, once again we find ourselves on the front lines. We have a unique opportunity as veterans to shape the way that we and others talk about the trade union movement, talk about our political fights, talk about our legislative fights and talk about our organizing.

Look, the simple reality is, the next election cycle, it’s here. We’re in it right now, but we’re ready for it. We have been building for it every day. And when we lift up who we really are, who our endorsed candidates really are and what we believe in, and we lift up who the enemy really is and what they believe in, the people are on our side.

Sisters and Brothers the movement at the end of the day, the movement that is successful is the movement that hasn’t forgotten its mission its charge or its simple idea.

To you veterans in the audience, to my fellow veterans, you know we’re veterans because at some point we answered the call to fight to make sure our nation had a future. But now we’re back home and it’s on us to organize to fight and make sure that we have a future. We must organize and expel those from office who prey upon us.

We must organize as veterans and meet our enemies in the streets here at home the same way we used to meet our enemies abroad.

We must organize to fight a new war, but our war, a war for our voice, our dignity, our future, a war against greed and against suffering.

Together, together, Sisters and Brothers, we can toss off the chains of economic slavery the same way we used to toss off a flak jacket at the end of an evening patrol. But only if we organize. And I’m telling you right now, if we do this organizing, if we do this work, then not only, not only are we going to again find ourselves fighting together, we are going to find ourselves winning together, too.

And I thank you so very, very much, Sisters and Brothers.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Will, as a token of our appreciation we are going to present you with this Iron Workers clock, but we’ll ship it to you, so you don’t have to check it through. You are probably carrying on. And I don’t want you to lose this at the x-ray machine.

UNION VETERANS COUNCIL DIRECTOR FISCHER: I can’t thank you enough. Thank you very much. I really appreciate it.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you.

That’s a hell of a man right there. In keeping with our theme of doing right by our veterans our next speaker is executive director of another outstanding organization and one very close to our hearts, Helmets to Hardhats. Helmets to Hardhats is a great initiative on many levels.

First, it’s the right thing to do for our veterans. Our veterans who have earned the opportunity to learn our craft and build productive, fulfilling careers as Iron Workers. Veterans need more than words of thanks. They need deeds that demonstrate our thanks.

Second, it’s the right thing to do for our Union because if we are going to supply the expert Iron Workers our industry needs, there
are few people more qualified, skilled and professional than our veterans. We are enriched as a union by every veteran who becomes a brother and a sister.

Darrell Roberts runs Helmets to Hardhats in the U.S.A. and is its public face. He served as a Petty Officer Second-Class in the United States Navy and later joined the Pennsylvania Army National Guard.

In March 2003, he was deployed to Kosovo as part of a NATO-led peacekeeping mission where he served as Squad Leader in an Infantry Company.

Darrell is also a journeyman Sheet Metal Worker and a member of his union’s Local 19 in Philadelphia. And he’s a lifetime member of the Veterans of Foreign Wars Post No. 1463, a member of American Legion Post No. 180, and a member of the Non-Commissioned Officers Association.

Please join me in welcoming our brother, Helmets to Hardhats Executive Director Darrell Roberts.

HELMEETS TO HARDHATS EXECUTIVE DIRECTOR ROBERTS: So I’m going to have to slow it down a little bit. I don’t want you all marching out of here after Will’s speech and taking everybody on. I know he got you all fired up.

And you know, running a non-profit — you know, a national non-profit that works in what we do — and we have a lot of across the aisle support — and so forth, we always have to be careful about our political — how our views come out and how — what we speak to, and so I won’t touch upon that.

Instead, what I want to do is first and foremost thank everyone. You know the time of the day that you are given to speak to such an auspicious crowd, you have to be careful because you just don’t have enough time to thank everybody because there’s so many people.

Of course congratulations to Eric, to Ron and Bernie on their election and to the entire leadership team.

You know I will agree with Will on the fact that the Iron Workers do a great deal in efforts to see our veterans helped and employed. And that support started with President Emeritus Joe Hunt and President Emeritus Walt Wise. You have always been there.

And I can tell you from my personal opinion that since I’ve come to D.C. — and that’s over almost 10 years ago — the Iron Workers have always been there. And this leadership team you see up here and even the one — you sitting there today with us, you’ve always been supportive.

And it struck me — struck me real hard, when I was sitting outside and I was with Ed and we were sitting outside and how many people I knew coming in. And I could pick the parts of the United States I had been to. And it’s always a strong indicator when you look and you see someone you see from Nashville, someone you see from Sacramento, Harrisburg or anywhere in the United States that I’ve been where there’s always an Iron Worker present, always forefront, always in the front about what happens to our veterans about their careers, about Helmets to Hardhats.

And as I’m sitting out there and I’m seeing everybody and talking to everybody saying, Hello, hope things are going well. How is the family? Sometimes names will escape me, but one thing that has never, never escaped me, is the pride and passion that you bring to the table when it comes to helping our veterans find a good career. Because that’s what it’s about, for us, at least for my portion of this.

So to go over some stats, here’s what Helmets to Hardhats has been up to. So we are over 13 years old now, coming up on 14. February 2017 we will be 14 years old.

Why do you need to know that? It’s important that you know that because when there’s other programs out there that are popping up and they’re popping up all the time and they say they help veterans. Well, you have a program that is over 14 years old — or we will be over 14 years old. But the truth is when you go back in your time and your history and look at everything’s that’s been going on, you’ve supporting veterans well before Helmets to Hardhats came around or any other program.

That’s indicated, of course, by the amount of veterans here in your leadership team and in your members.

So it’s important that you know that you have a program that’s coming up on 14 years. And it’s also important that you realize that you’ve helped over 22,000 veterans find good careers, over 22,000.

Now, I have been working in the Department of Labor for some time and they’ve been talking about employment — the White House has been talking about it, everybody has been talking about it: Employment of veterans, employment of veterans.

But every time I go to the conversation, I talk about the quality of the employment. The quantity is absolutely important, but it’s not important if they come back and they’re making minimum wage.

If you are still going to a job where you have to collect food stamps or some other substance of living, that’s not a career. And that’s not where we want them to go. We want them making informed decisions about finding quality careers and many of them found it here with the Iron Workers.

In 2015 alone, we just finished our collection. We knew of over 2029 veterans who have accepted an apprenticeship position, over 2029.

The number we extrapolate from that is the fact that over $64 million will be spent on their training.

Now, we take that information and we go back and when I talk about quality, when I talk about a livable wage and the ability to someday retire and hold their head up and spend those evenings at either football games or soccer games, the ability to even coach those teams because you’re not working yourself to death, that’s quality to me.

So when we talk about those 22,000 veterans, when we talk about that ability to get through and say this is my quality of life, this is what I enjoy; nothing matches it out there today.

So how are we doing as far as the program itself? Now, you’re going to hear a little bit from General Matte, who is my peer from Canada, so I won’t delve into our efforts there.

We are seeing an increase in funding and a lot of it because of the men seated here and the men and women seated in this crowd. And I would remiss if I didn’t thank the Tennessee Valley District Council and Vicinity for all they’ve been doing.

Every month we see a report from them where they give us funds from their members to help the program continue. We also saw an increase in the GPMA, General President’s Maintenance Agreement.

It went from 1 cent to 5 cents per hour. Now, we are still tracking down how we collect all that, but what we will see at the end is we will see an increase in funding of almost 100 percent if we can collect upon it.

Now, how is that going to get used? The Board has asked for me to submit a marketing plan where we see we are out in these military installations in a bigger way.

See, at this point in time we get about 1700 to 2200 a month of veterans — 1700 to 2200 veterans a month that register with the website.

Now they go on to do a search and they start looking for careers and they start making questions and they will send us e-mails. They will call us on a daily basis. And they will say, “What’s it like to be an Iron Worker? What’s a rod buster? What are we talking about?”

And so then we go into the discussion. And, of course, we have Bill Mulcrone out of Chicago, an Iron Worker who works for us, works with us, does a great job and he’s our
go-to expert. But also, I rely on you when I reach out to you and say, Hey, I need you to talk to this veteran, and you do a good job at it.

But what we want to do is we want to increase the amount of veterans that are coming in both in Canada and the United States. So instead 1700 or 2200, we need to grow that number to about 5,000 because, Lord knows, all this work we do isn’t always for everyone. It’s hard. And we don’t pull no punches. We certainly don’t tell anybody you’re going to go out there and it’s going to be like working in air conditioning everyday and you know on your breaks you can play video games or you know, I don’t know, go shoot some basketball.

The truth is that we tell them this is what’s it’s about, this is how hard it is, but this is the benefit from doing this work, honest work, hard work, but within a family. A family of men and women throughout the United States who care about your future and the future of this country.

So we are going to take those extra funds and we’re going to increase our job fair awareness. On the 29th of this month, we are actually in Gulfport, Mississippi. We are going to have a job fair on the Seabee base. It will be only for the building trade unions and their signatory contractors.

We’re going to take that very model and we’re going to go back to the other Seabee bases, the construction battalion for the Navy, and we’re gonna do the same thing there. Then we’re gonna grow it and continue to grow it until we go onto the Army bases, because that’s where the most people are coming out; construction battalion and so forth.

And we will to continue grow that effort. We’ll ensure that we have a national footprint so that veterans who are departing are aware of these careers because that’s our goal. That’s what I have been tasked for, that’s what I have been told to do and that’s what we will continue to do.

It happens through the support of your Locals of the Building Trades Councils, both state and local. Because what we do and what Will had spoken to before is that we can’t be at every base; however, if you have a base near you and you want to volunteer you can volunteer for our ambassador program. Bill heads that up.

Get you the information material that is out there. For the job fairs coming to your area, you will get notified.

We will continue to expand, and you’ll see our ads — well, the military will see our ads on the military channel. We will get into the whole social media and I will echo again, that if you’re on social media at all, by all means, hit the Helmets to Hardhats page give us a like on there or even on Twitter.

On those pages, we’ll actually put out there career fairs, what’s going on with veterans, with the success stories, to give you an opportunity.

When I was down in Nashville not too long ago, I was out to the Local and I took pictures of the Local outside sent them on Facebook. I hope to grow a whole collage of just all the Locals we have been to, the training centers and build a map based upon who supports these veterans as they return.

You know, when I spoke earlier, I said I could be up here all day to thank you for everything you have done for our veterans and as you hear the trumpet call, you’re being asked to do more. There is not enough time in the day to thank you for all that you do.

But I will echo the call that you must remain doing it. You have to stand fast. Continue to support what you do on a daily basis whether it’s organizing or growing your Union because when you grow, the stronger you become is the opportunity for me to steer more veterans towards your careers, to your family, to your movement.

You’re getting a big dose of veterans this morning and some things I feel like I will be redundant if I should say them, but here’s what I know for sure and I will get off the stage and sit down then.

I’m a sheet metal worker by trade, but I give you my word, I’ve always felt like this is my family. Sheet Metal Workers too, all the trades. But you guys, you men and women, have always, always personally supported me when I’m out there on travel, personally supported the veterans that are there, and I’m honored — and I mean that — honored to be with you and to count you among my family and friends.

Thank you.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Darrell. As an expression of our gratitude, we are going to give you this special Iron Workers clock, and we’ll ship it back for you. We hope you enjoy it.

Thank you very much.

HELMETS TO HARDHATS EXECUTIVE DIRECTOR ROBERTS: Thank you very much.

GENERAL PRESIDENT DEAN: Helmets to Hardhats is also doing great work in Canada. And it is ably run by retired Brigadier-General Gregory Matte.

A former CF-18 fighter pilot and a fighter weapons instructor, “Top Gun” graduate, Brigadier-General Matte has been assigned multiple command positions during his career. He served as a task force commander for all Canadian flying operations in the Balkans, and Commander of 4 Wing Cold Lake in Alberta.

One of his final military assignments was chief of staff for the coordination of security for the 2010 Vancouver Winter Olympics.

Not long after Brigadier-General Matte retired from the Canadian forces, following 29 years of service, he was selected as National Executive Director of the Helmets to Hardhats Canada in 2012.

As our Canadian Local Unions and apprenticeship programs can attest, he’s doing a bang-up job.

Brothers and Sisters, please give a warm Iron Worker welcome to Brigadier-General Greg Matte.

(Applause.)

NATIONAL EXECUTIVE DIRECTOR HELMETS TO HARDHATS CANADA MATTE: Well, I guess we know how Will is not going to vote.

(Laughter.)

Let me start by just thanking President Dean, first of all, for taking the time to recognize our veterans and to recognize what the Iron Workers are doing for the veterans and more importantly, for welcoming me to this very important Convention, this historic Convention. And I congratulate him and the entire executive team and the leadership for their renomination and for their election.

And I thank you all of you for the support you have been giving, and I echo the words of Darrell Roberts.

So part of the reason I’m here is based on the initiative and a challenge that I was given up in Canada by Darrell LaBoucan and by Bert Royer. And the mission that they gave me was to put together a Helmets to Hardhats promotional video that really expressed what it is that all of you do to help our vets.

Now, part of the message is to those veterans out there who are unsure of both themselves and what they’re going to do when they leave the military or what they’re going to do to find a good career, but I will be honest with you, the underlying message of this video really is to our fellow citizens, to our fellow Canadians and to our fellow Americans to let them know what it is that you are doing to embrace these great people and to bring them into your brotherhood and sisterhood.

The message here is about the difficulty of transition. I’m very proud of my 29 years of service, but I’m very honored, extremely honored to feel a part of the organization of the working class in Canada and America, with the building trades unions and with the Iron
Workers International. What you do for your country is simply amazing and, unfortunately, not well-known.

So hopefully through this video we will get to see that. So without further adieu, I’m very proud to present to you a joint partnership project between myself and Darrell Roberts to talk about Helmets to Hardhats and the Iron Workers.

Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Before he slides away, thank you, Brigadier-General Matte. And we are grateful you could join us today and to show you our appreciation we are going to give you this Iron Workers clock and we will ship it up there. It will take a while to get through Revenue Canada and all that other stuff, but we’ll get it there.

(Applause.)

Now that you’ve heard from Helmets to Hardhats, U.S. and Canadian Directors, let’s see more about the great program and its video.

(Applause.)

Through funding through IMPACT, that should be a powerful tool for each Local to be able to recruit veterans in your respective areas.

Our next speaker is one of the most remarkable and courageous public servants in America, the mayor of Dayton, Ohio, Nan Whaley.

In the three years since her 2013 election, Mayor Whaley has made national headlines for her innovative efforts to revitalize her city’s economy by opening its doors to immigrants.

Like a lot of Midwestern cities, Dayton has been hit hard by the decline of the auto industry and the manufacturing sector. But she has shown America a new, inclusive path to a better future.

With better focus on jobs and workforce development, Mayor Whaley founded the Dayton Regional Manufacturing Task Force, a regional effort committed to promoting a strong manufacturing and construction workforce.

She also makes education a priority, working to ensure that all Dayton students attend high-performing schools that prepare them for the opportunity to attend college, join the military, or seek advanced training in a marketable job skill, like our apprenticeship programs.

For the eight years prior to her election as mayor, she served on the Dayton City Commission, and she has a long history of civic activism.

She did not come by these traits by accident. She learned about hard work from her father Joe, a member from Iron Workers Local 22, who is here with her today.

We couldn’t be more pleased that she came all the way out here to speak to us.

So please join me in giving an enthusiastic Iron Workers welcome to Dayton Mayor Nan Whaley.

(Applause.)

MAYOR WHALEY: Well, I have to tell you there is nothing—I gave them my speech and there is absolutely nothing on the teleprompter which is a sign—like my biggest fear, frankly, on earth.

(Laughter.)

Nothing? I have to just go on? All right.

Well, it’s a pleasure to be here. I want to thank President Dean for inviting me, and I am really excited that my dad, Joe, got to be here with me today. He served 12 years with Iron Workers Local 22.

(Applause.)

Right. I also wanted to thank the members of Local 290, the Iron Workers of Dayton and Bill Woodward, who has been wonderful and just a great supporter of me as I’ve worked to work on the City of Dayton. I’m super proud to have Local 290 always supporting me.

(Applause.)

There you go. You’re back there, guys right.

Now, my dad is a second-generation Iron Worker. My grandfather, Dynamite Whaley, was a member of Iron Workers Local 22 as well. He served over 40 years in that union sometimes hitchhiking to work from a county over. He was known for never missing a day of work and his impeccable memory of every single blueprint.

I am super proud to have that history coming from—for me, and it helps me every day as an elected official.

One of the earliest memories I had as a little girl was actually when Ronald Reagan and Jimmy Carter were debating when I was 4 years old. And this is really my first memory.

My mom and dad and I were sitting on the couch, Carter and Reagan were debating. My mom kept on saying, “This is bad. This is bad.”

I turned to my mom and said, “Why is this bad mommy?”

And she said well, “Because Ronald Reagan (sic) is going to lose and it’s going to be bad.”

And it was bad. Inflation skyrocketed, huge jobless rates, some of the worst since the Great Depression and my dad lost his job.

If you ask my dad today by the time he was inside, as we call it, at General Motors—that he lost his job—that you—on August 17, 1981.

I remember my mom asking my younger brother and I if we noticed why there was no meat on the table. Well, she said, “You can thank Ronald Reagan for that”, she said. “Ronald Reagan took the meat off this table.”

(Applause.)

And it didn’t stop there. I came to see this Ronald Reagan guy as a really evil person. We pretty much blamed Ronald Reagan for everything that went wrong. My dad called Ronald Reagan the grinch who stole Christmas.

If we didn’t have money to buy a new pair of shoes for school, it was Ronald Reagan’s fault. If we couldn’t go on a family vacation Ronald Reagan was to blame. If it was raining, and I wasn’t able to go outside and play, I was sure that Ronald Reagan caused the rain.

Now, things eventually got better and dad got called back to work and meat once again returned to the table.

Years later when Bill Clinton became president and expanded the student loan program, I was able to realize one of my dreams and go to college.

My parents got a loan, and I was able to further my education. To this day, my parents remind me that Bill Clinton is the reason why I got to earn a college degree.

But President Clinton wasn’t the only reason. Papaw Whaley had only an 8th grade education. He and my grandmother raised 12 children and on the wages of a union Iron Worker, they sent most of those 12 children to college.

When I graduated from the University of Dayton, I remember very proudly showing my diploma to my dad. Daddy looked at my diploma and said “Nanny, that’s great, but never forget that all we have and all we have achieved would not have been possible without the work and sacrifice of the men and women of organized labor.”

(Applause.)

It’s important to remember our roots. Remembering our roots and the values of hard work and perseverance I have learned from my family has often sustained me during difficult times.

I have served as mayor of Dayton for more than two years now. It is such a rewarding position and I am so fortunate to have this opportunity.

And I am so proud of my city. Yes, the City of November 2016 has been through some tough times. Even before the Great Recession robbed our nation eight years ago, Dayton, the home of the Wright Brothers, had seen some dark days.

Many of our residents had lost their jobs and we had seen property values fall dramatically.
Our neighborhoods and business districts were overrun with vacant and abandoned home and commercial buildings. And several long-term community anchors and major employers had packed up and left the city.

The people of Dayton have a long history of being able to confront history head on and persevere. We are beginning to see signs of great things happening in Dayton once again.

After a long period of decline, Dayton is moving forward. We have seen the unemployment rate in the city drop to its lowest level in 25 years. Almost a year ago Dayton was identified as the hottest housing market in the nation, our job growth in the Dayton region is ahead of the national average. And last year our city recorded its first population increase since the 1960s.

Yes, Dayton is moving forward and it is moving forward in part due to our commitment to some basic progressive values.

One of my first acts as mayor was to call on our city to become a city of learners. This initiative has become a rallying cry in our community reflecting our belief that every child deserves a first rate quality education.

To prepare our future workforce and our future leaders to succeed, we know we must invest in our kids with a greater sense of urgency. We know this is our most important economic development strategy. Our belief in building an economy that lifts up everyone has lead us to leverage our resources to retain, attract and create good-paying jobs.

Recently 39 businesses have opened, expanded or relocated in our downtown core. These businesses have brought nearly 600 jobs to that urban area.

Because we believe in the strength of diversity, the people of Dayton are committed to being an open and welcoming community. We welcome anyone who desires to make Dayton their home regardless of their background, orientations or cultural differences.

And Dayton became the first major city in Ohio to provide paid parental leave to our employees, showing our commitment to parents both men and women and their families.

(Applause.)

Thank you. Since that action, other major cities have followed Dayton’s lead. We have been designated an all-star city for our progressive nondiscrimination policies. And our Welcome Dayton Program is being used as a model for other cities that are working to build more diverse and inviting communities.

Dayton is moving forward. Now, I realize that not everyone shares these progressive values. In fact, many of these values are under attack. Many of the battles we thought we fought and won years ago are still raging on.

No one symbolizes progressive values more than Franklin Roosevelt. More than 85 years ago, Franklin Roosevelt told a convention of Democrats that progressive government must be a living and a growing thing, that the battle for it is never-ending and that if we let up for one single moment or one single year, not merely do we stand still, but we fall back in the march of civilization.

My friends, the fight for equality and inclusion, the fight for social justice and expanded opportunities for all our citizens is far from over.

That is why we were summoned today to remember our roots and to stand firm in our beliefs, to rise to this occasion to meet the threats of our core values head on.

 Voting rights. Women’s rights. Collective bargaining rights. Access to affordable healthcare. A living wage. Equal pay for equal work. And the opportunity for our children to receive a quality education. All of these basic core values are threatened today. They’re under attack by those who would want to take what would be a tragic step backward, by those who seek to reverse what all that has been achieved to build our nation’s middle class, to turn back the clock on the progress we have made for a better America, an America that strives to offer hope and opportunity for every one.

All of us can play a role in defending these values, wherever we live, whatever state or city or town we call home, there are opportunities to join this struggle to join this march to do our part.

Find your place and make the difference.

In his first inaugural address, President Obama declared: “Let it be said by our children’s children that when we were tested, we refused to let this journey end; that we did not turn back nor did we falter and with eyes fixed on the horizon, we carried forth the great gift of freedom and delivered it safely to future generations.”

We cannot afford to turn back now. We can’t afford to let down our guard. We can’t afford to sit this one out on the sidelines.

Let each of us stay committed to our values and beliefs. Let us stand together and fight for those things that matter. Let our voices be heard and let us keep our nation moving forward. I am so grateful to be in solidarity with you all.

Thank you so much for inviting me today.

(Sitting ovation.)

GENERAL PRESIDENT DEAN: You know Dave Kolbe, he asked General President Wise and I to go to the Democratic Mayor’s conference in Washington, D.C. and I’m going to be honest, I check up with all of you, and whenever I bump into a mayor, I never drop your name but I always ask, “Do you know the Iron Workers from your city?”

And usually if the elected official can recite your name chapter and verse then I know you’re doing a good job. And I know Local 290 because Nan told us right away what a good job they were doing.

Well, elected officials can’t receive gifts from labor unions, but I know her father can, so on behalf of your daughter, Joe, you raised a good girl—a wonderful woman, I should say, so we are going to give you an Iron Worker clock and we will send it to your home. Thank you very much, Nan. Thank you for your leadership.

(Sitting ovation.)

If you have been to previous Conventions, you’ve noticed before we brought in motivational speakers to try to get you to think collectively and think differently, so I talked to the General Executive Board and we talked long and hard. And rather than hiring a speaker, we said why don’t we get someone from the labor community to talk about our theme of organizing. So we have one of the most knowledgeable people we could think of from the industry.

So next we are going to hear from Jeff Grabelsky, the Associate Director of the Worker Institute at Cornell.

Jeff is a union brother. He began his career in the labor movement working at organizing in the steel industry in 1973. He’s been a member of the International Brotherhood of Electrical Workers for more than 30 years. And he is the former National Organizing Director for the North American Building Trades Unions.


He currently serves on the Board of Directors of the Edward J. Malloy Initiative for Construction Skills, a nationally recognized pre-apprenticeship program based in New York City.

And he has written widely, co-authoring training manuals for the UBCJA and the IBEW National Steward Training Program. COMET, COMET 2, MEMO and the AFL-CIO Voice at Work Membership Mobilization Programs.
At Cornell, Jeff develops and delivers education and training programs and provides research and technical assistance in all aspects of union affairs.

He serves as a co-ordinator on the Cornell/AFL-CIO National Leadership Initiative and is a founding faculty member of the Cornell/New York State AFL-CIO Union Leadership Institute.

The program he has worked on reached more than 300,000 trade unionists nationwide, including tens of thousands of Iron Workers.

Please give a warm welcome to our friend, our brother, Jeff Grabelsky.

THE WORKER INSTITUTE ASSOCIATE DIRECTOR GRABLESKY: Well, good morning, Brothers and Sisters. How are we doing? ("Good morning" from the floor.)

How are we doing? ("Great" from the floor.)

Thank you, President Dean, for that introduction. And thank you all, Brothers and Sisters, for this great honor to be here with you at your great Convention. I’m the associate director of The Worker Institute at Cornell University, which focuses on promoting workers’ rights and collective representation because we believe it is impossible for us to have a fair economy in a truly democratic society unless workers are organized, have a voice and have power.

As President Dean said, I’m a union electrician by trade. I’m a labor educator by profession and I’m a radical trade unionist by conviction.

(Appause.)

I’m no objective observer of labor affairs. I’m a fierce partisan of our labor movement. My own union, the IBEW, and our movement, have been there for me and my family in good times and bad and we have had plenty of both. I just hope I live long enough to repay the debt I owe, which I acknowledge today without any hesitation or shame.

I have had a long friendship with the Iron Workers that goes all the way back to when I was a fourth-year apprentice working on the Carrier Dome at Syracuse University, where the two largest crews were the Electricians and the Iron Workers.

We pretty frequently socialized in the evenings and after one friendly evening where I got into a little wrestling match with a fellow Iron Worker, I came into work the next day like this. (Laughter.)

And the general foreman—I remember it like it was yesterday. Phil Gerard said, “Grabelsky that’s what you get for mucking with an Iron Worker.” What he actually said rhymed with “mucking” but anyway.

Anyway, that experience inspired in me a deeper respect and appreciation for Iron Workers and since then I’ve always appreciated being on your team.

Fifteen years ago, when I served as the National Organizing Director at the Building Trades, I worked for your Union before your 2001 Convention to help you develop your organizing program.

Back then your Organizing Department was a little more than Bernie Evers and his secretary, really.

And at that Convention, you set some very ambitious goals to expand your capacity and political will to organize. And I’m here today to tip my hat to all of you for the incredible work you have done since that convention in 2001. The progress you’ve made and the organizing example that you’ve set for all the building trades should be a source of pride for every delegate in this room.

This morning there is basically three points I want to make. The first is that rising inequality is a serious problem that contributes to a politics of division in America, in Canada and across the globe.

Here in the U.S. the social, political and economic crisis that was precipitated by the 2008 crash accelerated and exposed the problem of inequality. Rising inequality has eroded the power of the American dream as a unifying vision in our society. It has fractured new fault lines in our nation, created the conditions for viral politics of fear and resentment that has been opportunistically stoked by Donald Trump, no friend of the working labor class.

Second, the labor movement has been and must continue to be the principal force to reverse the trend of growing inequality. Inequality, Brothers and Sisters, is not inevitable nor is it an act of God. It’s the result of choices that policymakers and power brokers make.

Inequality rises and falls with the organized power of workers to capture a larger share of the wealth we produce and to compel politicians to enact progressive public policies like taxing the rich for example that can reduce and even reverse inequality.

And third, we need to revitalize our organizing efforts and build a broad social movement that directly challenges inequality in all of its dimensions. In that way, labor can help restore the American dream as a unifying vision. We could then inspire a new politics of hope and aspiration and reorganize our society and economy so that it works for workers.

Now, much of what I’m going to say this morning applies to the Canadian experience, but given the threat of Trump and Trumpism, there is a greater sense of urgency to address these challenges here in the United States.

So if in the unlikely event that calamity strikes here politically and this right-wing demagogue wins the election, I just want to thank you, our Canadian brothers and sisters, in advance for not building a wall along our shared border.

(Applause.)

Brothers and Sisters, we gather here this morning at a critical moment in our history when we face a crisis. Now, what is a crisis? I looked it up. A crisis is a difficult or dangerous situation that demands serious attention. A crisis is a challenging time when tough decisions must be made that will determine the course of future events.

Brothers and Sisters, this is a watershed moment for us where we stand at a crossroads. After decades of declining unionization, unremitting assaults on workers’ rights, the erosion of the collective bargaining strength and the reduction of our political influence, every level-headed labor leader knows we face a crisis.

But the question is how should we respond to the crisis? And we need to recognize that every crisis poses both grave perils and great possibilities.

Interestingly, the Chinese character for crisis, weiji, is comprised of two characters; one “wei,” meaning danger and the other “ji,” meaning opportunity.

We should respond to the many dangers that we face today, but we should also seize the opportunities of this moment. One of those dangers is growing inequality, but the opportunity is to dramatically increase our organizing efforts and demonstrate that a vibrant labor movement is the most effective antidote to inequality.

Another of those dangers is the rise of Trumpism and the vulgar politics of division that threatens working class solidarity. But the opportunity is the disarray in the Republican party caused by Trump, and the opportunity for us to rewrite the rules of the game, so that this system works for workers.

Inequality is a growing problem. Take a look at this graph. This graph shows every post-war, post-recession recovery. We have gone through periodic recessions. At the conclusion of a recession, there is a recovery.

The first post-war recovery from 1949 to 1953, 80 percent of the income gains went to the bottom 90 percent of our society, and only 20 percent went to the top 10 percent.
Now, look at the trend for every other post-war, post-recession recovery. Brothers and Sisters, we have experienced a massive redistribution of income to the top of the economic ladder and this chart only shows income inequality, but there are other measures and dimensions of inequality, inequality of wealth, of power, of opportunity, of hope, of justice.

Now why is inequality a problem? Well, for one reason it contributes to a set of conditions that are ripe for the kind of ugly, viral, troubling politics of division and resentment that Donald Trump has stoked.

Inequality is the underlying problem that our movement must address. So while it’s important that we organize new members, and we increase market share, and we negotiate good collective bargaining agreements, and we protect the gains that we have won, and we protect our members, at the end of the day, Brothers and Sisters, I think that we should measure the success of our movement by the extent to which we change the dial on inequality.

And I also believe that to the extent that we tie the fight against inequality to the fight to organize more workers, it is likely that we will win.

Now, inequality is such a salient issue today, largely because the idea of equality that we will win. We tie the fight against inequality to the change the dial on inequality.

And I also believe that to the extent that we tie the fight against inequality to the fight to organize more workers, it is likely that we will win.

Just consider these words penned by Thomas Jefferson in our Declaration of Independence which defined who we were, and more importantly, who we could and should be as a nation: We hold these truths to be self-evident, that all men are created equal; that they are endowed by their creator with certain unalienable rights; that among these are life, liberty and the pursuit of happiness.

These words, Brothers and Sisters, have inspired patriots and tormented tyrants around the world since they were written over 200 years ago.

Now, keep in mind that the author of these words was a slaveholder revealing the most profound of American contradictions.

But these words were revolutionary because they explicitly imagined the pursuit of happiness, which is what gave rise to the whole idea of the American dream.

And the American dream has been invoked by virtually every great social movement in our nation’s history. So just stop for a moment and just think about the American dream. What does it mean to you? Think about that. What does it mean to you? Because I have asked that question to thousands of leaders across the country and one thing I learned, is that the American dream means different things to different people at different times and in different places, but it continues to inspire hope and excite our political imagination. Because in a way the American dream has really been two interrelated dreams that are inextricably bound together and one is the dream of wealth and prosperity, and the other is the dream of freedom and democracy.

Now, the dream of wealth and prosperity was always more than the myth of Andrew Carnegie or Horatio Alger, the idea that anyone could become a millionaire if they worked really hard; although, in our country many people did. But it was a notion that America offered the real possibility of material well-being and security and the realistic hope and expectation of rising living standards from one generation to the next.

And the dream of freedom and democracy has meant an escape from the tyranny that immigrants like my grandparents experienced in their native land and that African-Americans experienced in the segregationist South, and the opportunity for all of us to become active self-governing citizens.

Now, here’s a key point, Brothers and Sisters, it is the labor movement that has helped working families achieve the American dream.

First, on the dream of wealth and prosperity. This is a chart that shows approximate trend lines. First, productivity in the 20th century has risen steadily.

Second, average wages for all workers rose for a period of time in parallel to productivity until the 1970s and then flat-lined.

And then finally, union density, which rose dramatically up through the 1930s, plateaued through the 1950s and 60s and then has experienced a steady and precipitous decline.

And if you look at the period of time in American history when over 30 percent of the workforce was unionized, the only decade in all of American history, you could see that it was during this period of time that workers’ living standards rose more dramatically than at anytime in history.

And why is that? It’s no coincidence. It’s a classic case of a rising tide raising all ships in the harbor. That is the role that we played. In this period of time wages doubled and inequality declined.

Brothers and Sisters, we should remind our allies and adversaries alike that by organizing workers and giving them voice and power, the labor movement has made the American dream of both wealth and prosperity and freedom and democracy a reality.

And how have we impacted the dream of freedom and democracy? We have been essential to it. Because we in labor unions educate our members, encourage them to register and vote and we promote political activism.

And Brothers and Sisters, the evidence is absolutely overwhelming that increased levels of unionization generate expanded political engagement and energize our democracy.

But today, Brothers and Sisters, the American dream is at risk. The dream of freedom and democracy is under assault, and the dream of wealth and prosperity is slipping away.

Well, actually in the one percent the dream of wealth and prosperity is very real, indeed.

Just take a look at some of these statistics: CEOs captured $135 billion in total compensation last year.

Average CEO compensation was $10.8 million. The top one-percent increased its income by 275 percent since 1979.

The 400 wealthiest Americans earn $97,000 an hour. Ninety-five percent of all economic gains since the recovery began have gone to the top 1 percent.

The income gap between the top 1 percent and the 99 percent has tripled. This reality reinforces the view that the system is rigged.

No doubt about it, Brothers and Sisters, this has been the best of times for the super rich. What’s outrageous is that they have done so well despite the economic crisis they caused, that has been so devastating to working people.

Because for the 99 percent the dream of wealth and posterity is slipping away.

Ninety percent of Americans have lost real income since 1973. The middle class lost 38 percent of its wealth since the crash in 2008. Ten trillion dollars in personal wealth was lost by the 99 percent. Student debt is over $1 trillion. Forty-six million Americans, one in seven and one in five children, live in poverty today. Inequality of wealth and opportunity has never been greater.

And it’s these trends that heighten the righteous anger and anxiety of the American working class.

My children are part of the first generation, in all of American history, that does not expect to enjoy living standards higher than their parents.

And I’m here to tell you, Brothers and Sisters, that the crash of 2008 and the economic crisis it precipitated was no accident. It was no act of nature. It was triggered by the greed and recklessness of the very people who have made billions of dollars since the crash.
It is abetted by the politicians who have been bought and paid for by the culprits who caused this crash. It was facilitated by policies like deregulation of the financial industry that were promulgated by these bought and paid for politicians.

The crisis was not like, “Oops, shit happens.” That’s not what it was about. It was caused by the corruption and even criminality of the Wall Street speculators who wrecked the global economy and destroyed $33 trillion and not one of those bastards has gone to jail.

And perhaps more importantly, we should connect the dots because we should recognize — (Applause.) — because we should recognize that declining unionization has contributed to stagnating wages, which has led to our economy transitioning from a wage-driven society to a debt-driven society that contributed directly to the sub-prime mortgage crisis that precipitated this problem.

The solution to our economic woes: organize, organize, organize. Our society and the economy need more union members and we need stronger unions.

And it’s not just the American dream of wealth and prosperity that’s slipping away. The American dream of freedom and democracy is also at risk.

In fact, the dream of wealth and prosperity, and the dream of freedom and democracy are bound together. Because the concentration of economic wealth inevitably leads to the concentration of political power.

Remember the golden rule: whoever owns the gold rules. The great American jurist and Supreme Court justice observed long ago: “We may have democracy or we may have wealth concentrated in the hands of a few, but we can’t have both.”

Money is increasingly corrupting the political process and undermining our system, a problem that was exacerbated by the Citizens United decision.

Jane Mayer’s recent book, Dark Money: The Hidden History of the Billionaires Behind the Rise of the Radical Right should be a wake-up call to every patriot who loves this country. And the power of that dark money has brought us Donald Trump.

I don’t think it’s possible to fully understand the threat of Trumpism, without reminding ourselves of the power of the American dream in our political imagination.

Many, many people feel like that dream is slipping away, that the system is rigged to deliver that dream to a select few, while so many others are left out and left behind.

As Bruce Springsteen sang in his great working class ballad, “The River,” is a dream a lie if it don’t come true or is it something worse?

The erosion of the American dream increases a sense of anxiety and anger, especially among white workers. We need to address the underlying cause of the disaffection Trump supporters feel and their attraction to his toxic politics of division and resentment.

Their feelings of loss, frustration and anxiety are inevitable in a system that is rigged and doesn’t work for workers.

Well Trump is a con man who doesn’t give a hoot about workers. Just ask our Union brothers and sisters locked in a dispute with him here in Las Vegas. He has cleverly tapped into their anxiety and anger.

As Professor Neil Gross recently observed in The New York Times, and I quote: “Union decline has left the working class politically and economically vulnerable and it’s this vulnerability that Mr. Trump has been able to exploit.”

And let’s not hide from the racial nostalgia that is thinly cloaked in the slogan, “Make America great again.” Beneath its veil, it is a racist anti-immigrant scapegoating that is dangerous and disturbing.

Brothers and Sisters, this is certainly a moment filled with both danger and opportunity, like every crisis, where as a nation and we as a movement face a choice. We can succumb to the vulgar and viral politics of resentment and anger and division that Trump stokes and that threatens the labor movement and the working class, or we can embrace a new aspirational politics of hope and solidarity that we must now imagine and create.

What is to be done, Brothers and Sisters? We must defeat Trump and elect Hillary Clinton. But we must also crush Trumpism by challenging the ugly, racist, anti-immigrant scapegoating at its heart.

We must dismantle the free market fundamentalism that has dominated our system and both political parties, and has demonstrated its political, economic and moral bankruptcy for 30 years.

In that way, we can deconstruct the corporate agenda and construct a new one that serves the 99 percent.

In that way, we can rewrite the rules so that the economy works for workers.

In that way, we can realign our politics for generations to come; restoring justice and revitalizing the American dream.

And how can we do that? By organizing, organizing, organizing. And then we can make history because, Brothers and Sisters, at the end of the day, we either make history or we are history and I can’t imagine making history without the Iron Workers.

Thank you so much, Brothers and Sisters. (Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Jeff. As a token of our appreciation, we are going to present you with a clock. We’ll get it shipped back to your office, so you don’t have to carry it on the plane and what an educator and what an education.

Thank you very much.

THE WORKER INSTITUTE ASSOCIATE DIRECTOR GRABELSKY: Thank you. (Applause.)

GENERAL PRESIDENT DEAN: So if you think about where we have been going and how we have been trying to message most of the theme of this Convention is: Organized, Skilled and Professional. “Organizing” isn’t a buzz word. It isn’t a phrase word. It’s power. And it puts the workers’ power — and our greatest time — I don’t ever want to say, is beyond us.

So those charts should serve as a reference and we will make sure that we get access, Jeff, we will have access to your PowerPoint slides, if we need them? Jeff?

We will get access to your PowerPoint slides, if we need them for the delegates?

All right. So they will be included in your post-convention packets so you can use some of that at your union meeting, so you can continue to educate.

(Applause)

Our next speaker is a longtime Iron Worker friend and our partner.

Ron Koshewitz is director of Construction Services for the Ford Motor Land Development Corporation, the real estate arm of the Ford Motor Company.

Armed with two architecture degrees, Ron came to Ford in 1988 as an architectural design engineer. He held a series of facility engineering and management positions over the years, including plant engineering responsibility for the 2006 F150 product launch in Kansas City, and the 2003 Taurus launch in my hometown of Chicago.

Since his appointment to his current position in 2007, Ron has overseen the design, engineering and construction of 77 million square feet of manufacturing space, and another 17 million square feet of non-manufacturing Ford-owned and occupied properties in North America.

In addition, Ron is responsible for infrastructure improvements at Ford’s North American proving grounds.

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Throughout this process, Ron has consistently utilized the Iron Worker’s signatory contractors and provided huge numbers of man-hours for our members.

Ron also serves as vice-chairman of the Owner’s Advisory Committee on The Association of Union Constructors, and he’s past chairman of the Owner’s Advisory Committee for the National Maintenance Agreement Policy Committee.

And he understands that when you hire union Iron Workers, you’re getting the most organized, skilled and professional workers in the world.

Brothers and Sisters, please join me in welcoming our friend, Ron Kosheowitz.

(Applause.)

FORD MOTOR LAND DEVELOPMENT CORP. DIRECTOR KOSHEWITZ: Good morning. Good morning. It’s truly a pleasure to be here. I’m honored to be invited and I want to thank General President Dean, General Secretary Piksa, and General Treasurer Evers for inviting me to be here.

I will take this opportunity to share a little bit about Ford Motor Company and the Iron Workers and what you guys have done for us, what you continue to do for us and look forward a little bit to the future, where I know the Iron Workers are going to play a vital part in what we do.

Before I get started, there is certainly nothing more important at Ford Motor Company than safety. It’s what we do. It’s how we do things, and I have a video I would like to play for you.

(Video presented.)

(Applause.)

So I titled this, “A rich history and a bright future.” And because Roger Hines followed the rules as they were laid out, he now has a bright future. And at Ford, again, nothing is more important than the safety of everybody there. That took place at a Kansas City assembly plant, it was a new stamping plant that we were building and something I was very familiar with personally. I was on the project and it was quite an event.

And I tell you, it takes a lot of courage, and I really appreciate Roger being willing to help reenact that video, so we could drive home the message of safety and fall protection.

Philosophy at Ford and our program drive is that nobody gets hurt. Unfortunately with the type of work we do, the number of man hours we have, that’s not always the case, but certainly it’s our goal.

We look at not only, obviously, worker fatality, but we look at potential fatal events, high potential incidences, lost-time injuries. All of these things are now reported to the top of the house at Ford Motor Company. That was not the case when I started at Ford about 28 years ago, but it is now.

And unfortunately this year, January the 2nd we had a fatality. Last year we didn’t have any, this year we started out the year and it wasn’t good. And it was not an Iron Worker, but nonetheless it was somebody that was on our site. We were actually cutting a hole in a poured concrete wall to put a door in, it was an existing building and he just happened to step in front of that opening right as the guy inside the building was making that last cut and that concrete fell on him.

So the result of that was even more involvement from our executive vice presidents and coming up with what we call now the Contractor Safety Better Plan. And that resulted in many of our contractors, all of our, what we call ABF suppliers and, you know, meeting with our vice presidents and discussing how we at Ford can do better.

It seems like no matter what we write in a specification, if it doesn’t get down to the worker, then it just doesn’t happen. And so we want to find out what could we do better, what should we do better? And so we are in the process of rewriting some things, we are in the process of trying to put in place better actions that will result in better results.

We’ve had construction safety now for about 40 years as part of our specifications. It used to be a couple paragraphs, now it’s many, many pages. And we were the first—one of the early owners to mandatory 100 percent fall protection at 6 feet. We have and require full time safety specialists when we are erecting steel because we want to be able to identify and see those things that may potentially be an issue before they become an issue.

We have an active North American Construction Safety Process Review Board. I’m a member of that board. I’ve been on it since its inception. And I can tell you we take and we analyze each and every event that happens at Ford Motor Company as to what do we need to do, what do we need to change to ensure that our people that come to our sites are—you know, go home safe.

We also hold an annual conference, every June, right before our typical, what used to be a two-week July downtime. Now the downtime is kind of spread out and it’s not the same as it used to be. But we have a conference, we call all of our contractors together and one of the recommendations I’m going to make is that we start including our unions where we have a lot of work. Maybe not where we have just something going on, but where we have a preponderance of work. And it’s got to take place in a short period of time. I think it’s going to do better for us if we start not only getting contractors, but also the union side in and get their input so that we can ensure better results.

(Applause.)

We have professional safety personnel. I’m not one of them, as you heard, I’m an architect by profession; I’m not a safety person. But I’ve been a champion of safety at Ford because I really truly believe in it, that we can do better, and we can reach that zero.

There is probably two things that really impacted me when it comes to safety. That video was one of them and the other one was a speech I heard Walt Wise give about three, four years ago on safety and getting down to zero. I never heard anybody talk so passionate, so committed to getting to zero where there was no fatalities for Iron Workers and I second that, and I certainly want to see that some day.

Hopefully, in my career, before I retire anyway, I hope to see that. It was truly an inspirational speech and I truly believe in it.

I want to talk about another success story, this is actually one of your brother Iron Workers fell from a height of 32 feet, just last year at our Kentucky Truck Body Shop. This was a half a million square feet that we were adding to Kentucky Truck and he was doing his job.

This is a reenactment. So the metal deck that you see behind him wasn’t actually there and as he was prying some decking to get it into place, he slipped back and fell through the hole. The good thing is, he was following the rules, he had all the right protective gear on and it functioned as it was intended to function.

Also, in the PTA’s, we in pre-task analysis, they had discussion about if something happens, what do we do, where do we have access and so forth. We had a boom lift that was there promptly, got to him, rescued him and he immediately went back up to the deck. And just goes to show the toughness—we had to take him down, we had to go tell him, No, you have to go get checked out first and then you can come back to work and so he did that and he was actually back to work later that day. So you guys are tough guys, I’ve got to tell you, amazing.

(Applause.)

So I want to switch gears just a minute and talk about something that didn’t quite go so well. And it’s interesting because we all see when we’re erecting steel and doing certain things we intrinsically see and know the dangers of them, hopefully we never get too comfortable.
This was an incident that happened that probably should have never happened. Again, this just seems so simple that something got overlooked. And so this was actually a tee section, a very heavy tee section, it was going to be used to reinforce a column and it needed to be repositioned, it needed to be moved, only about—horizontally about 3 feet just to get it out of the way from where it was.

It was rather long, 42 and a half feet long, weighed about 6,000 pounds and the center of gravity was stamped in the steel, so we knew where to pick it up. And it was going to be really simple, right, just pick it up with a fork. We had a 30,000 pound fork truck, no issue there, going to pick it up, going to slide it, going to put the 4 by 4’s back under it.

What nobody recognized was on the bottom side there was a gusset plate. That gusset plate had impaled itself into the concrete. When the operator went to move it horizontally it added energy into that steel and that stuff shot off that forklift, off the forks and injured the foreman and he actually suffered a fractured tibia. And then as it went off the forks, it rolled over and the edge of that hit his foot.

And when you think about it, it seems so simple just to take that and to move it and that should have never happened and yet it happened. And that incident, like all of them, they go to the top of the house at Ford and we have to do what we call an AD about how did it happen, what did happen, what is the root cause, what are we doing to ensure that it never, never happens again.

Overall, Iron Worker performance on Ford Motor Company projects is really outstanding. We—when you look at the four major OSHA issues when it comes to safety: Falls, we kind of talked about that one.

Electrocutions, at this past IMPACT, I had the opportunity, and it had just happened very recently, back then, at our Ohio assembly plant where an Iron Worker was going to do a connection from an existing building, we were doing a building addition, you have to take the siding off and make that connection. Didn’t—when they opened it up, they saw there is a conduit there and kind of did all the right things in a sense of talking, checked with the right people, but nobody really walked to see if that conduit was air gapped. Because in that area, because the addition was going to be done, electricians had gone through and had supposedly air gapped all of the electrical.

He started to cut it, because he was told to, which was not a part of his pre-task. He shouldn’t have done it. He has the right, on Ford property, to say, You know what, I’m not going to do that, that could be unsafe. And he didn’t do that, he cut it. Luckily he felt a tingle and he stopped right away. Turned out it was a live 480 volt conduit.

So number two on the list, electrocutions, we almost had one. Struck by and caught in between are the other two.

But in general, I believe the Iron Workers are one of the crafts that provides such good training that, you know, when you look at all the hours that have been spent by Iron Workers on our sites, and I’m going to show you a few examples, we think that the training they get through IMPACT, the support that they get, what you provide your members certainly shows well.

And at Kentuckey, Local 70 is going to receive a ZISA award for zero injuries along with Midwest Steel.

(Applause.)

So there are some real positives. You know, I don’t want to dwell on the negatives, there are some really, really positive outcomes.

So Ford Motor Company, where are we heading? What are we doing? How are the Iron Workers helping us? I pulled out a couple of slides, again, I could have gone on for a long time with this. This is at Woodhaven stamping plant, this was actually a stamping plant that was scheduled to close. It was on the docket to close for about three to four years. We had stopped basically investing money there.

But since new technology has come about in how we form metal, how we build the metal for trucks and cars. And you can kind of see in there how big this is by looking at that piece of equipment that is down at the lower level, the basement level of the stamping. This is a big project and the Iron Workers are under, I would say, I don’t want to say undue duress, but we have a schedule to meet and you guys are rising to the challenge, I can tell you. It’s been a phenomenal project. We are on schedule. They are going to start installing presses next month and you guys have done a terrific job in helping us make that happen.

Kentucky Truck, back to Kentucky Truck. It was probably the biggest project that we had here in North America going. We’ve added over 1.3 million square feet. We added a new paint shop that was done by Bill Brown, the Iron Worker from Ben Hur and you’re going to hear from him, I guess, a little bit later today, terrific job.

I chose this particular slide, this is a tailgate building addition, can’t build super duty trucks without tailgates, so the challenge here was many. You have an operating plant that’s building 60 super duties an hour. This was surrounded by three buildings. One of those buildings was the powerhouse and so the lifeline of the plant, all of the power, all of the compressed air, utilities, come from the powerhouse, come across the trestle into the main building.

Also, next to that is the tank farm, which is all the fluid fills, whether it be gasoline, diesel, transmission fluid, brake fluid, all of that comes from that tank farm. It’s pumped across the trestle. And we were asked to build a building and encompass those trestles and there is only one way into this space. It is truly, truly a remarkable—it’s one of the most difficult ones in our career.

Our schedule was unbelievable and the Iron Workers stepped up to the plate. We knew there was no way we could make this happen without the Iron Workers coming through for us. We actually two-shifted the steel to get it in. And it’s something I really like doing because we were doing this in the wintertime as well. So you don’t have a lot of daylight. So we put lights up and we did and worked safely. We didn’t have any incidences on the site and that is a tribute to your membership and we truly thank you. It was again a very, very difficult job and done well.

So I mentioned about a rich history and a bright future. I wanted to show this is—this was a steel mill at the Rouge site. You can see the type of construction that we have there. That was done back in 1924. This is what it looks like today. And if you look at the very top of that slide, you can see the existing structure. So where we had to raise the roof, we didn’t do the entire building. We raised the roof where we are putting in a new press and it was quite a feat.

So before I came here, I thought well, you know what, I’ll just check and see what our field guy, and this was a project it’s local to us in Dearborn. So we actually had a Ford guy who was our field manager and so I called him up and I said, Kevin, I said, how did the Iron Workers do on this project? What did you think? How did they perform for us?

And he said something that I wish I could claim to quote, so I’ll read it to you. He said, Well, I would say they were craftsmen. And I said, Really, craftsmen? He said, Yeah, You know what a craftsman is? And I said, Yeah. What is your definition of a craftsman? And he said, Somebody who takes something that is messed up and they make it look and perform like it was supposed to be there.

And that’s truly what happened here because over those many years, the Rouge site, if any of you know, is basically it’s a
very, very high water level, the Rouge River actually comes into the plant. And so a lot of things were out of square, out of plumb on the existing building where we had to tie in. And the Iron Workers, along with the rest of the team, did an absolutely phenomenal job of making that happen and that press is actually going in right now.

So what’s new in construction at Ford? Well, kind of look at where we’re going and what’s happened. In the first quarter this year, we made $2 billion in income. We made $3 billion in adjusted gross profit. That coupled with — that wasn’t as good as the second quarter last year, but it was still really, really solid.

You put that together with the record first quarter that we had, we made $6.8 billion in pre-tax profit. We’re probably the only company that made $6.8 billion the first half of the year and the stock went down. So I can’t figure it. I’ll never be able to figure it, so we can’t control what we can’t control.

So what do we look at is what do we do with that money? And this is one of the things that is on the screen right now that we are going to do. This is a 10-year transformation, it’s a rendering. The existing research and engineering center in Dearborn was built back in the ‘50s and early ‘60s, no longer serves the purpose for today, especially trying to attract workers with the younger generation. They don’t want to work in those old buildings and so we’re in the process of going to go through, rebuild about 7-and-a-half million square feet over a ten-year plan.

So how are we going to do that? We together, working with the Iron Workers and working with IMPACT, have built solid relationships between people. And Eric, Eric mentioned it in his introduction, I personally believe that the history of the Iron Workers with Ford Motor Company is strong. We have worked together. We have gotten through the tough times and I just want to relate a little story.

Back in 2009, some of you may know, Ford Motor Company, along with Chrysler and GM were in dire straits, wasn’t sure who was going to survive. And we had a very good CEO at that time who recognized the only way we could not go bankrupt was to borrow. So we borrowed — we were $34 billion in debt in 2009 and I got the idea, Gee, maybe the building trades can help us out. And we created the Automotive Addendum between Ford and Chrysler and the NMA and I want to say the Iron Workers were one of the first unions to say, you know what, we’re with you. We’re going to back you. We need you to be around, we need you to survive.

And as a result, we went from $34 billion in debt, I think our debt is right around $9 to $10 billion, that’s more of an operating debt than it is something we have to pay down. But, again, I’m not a finance guy, I’m just an architect.

(Laughter.)

But, again, it was the Iron Workers that stepped up, that supported us, that helped us get back to profitability. And while we are very profitable right now, I think one of the reasons Wall Street doesn’t trust us is because we can make money very quickly and we can lose money very quickly and a lot of it. And I think they’re wanting to see some sort of long-term plan and growth.

And so as Mark Fields announced, we’re really getting into the connectivity, the autonomous vehicle, all of those things which is, again, another reason why the research and engineering center needs to be totally gutted and redone. Because it’s not really set up for all the connectivity that we’re looking at getting and generating. And you know the vehicles you drive today are so much different than the ones before in their capability, what they can do and how they’re connected to the world.

Our performance that leads to growth and jobs as we continue to make money, we will spend money and I shared this at the IMPACT Conference. When Ford budgets for capital programs and spends money, it’s not a matter of will we spend that money, it’s a matter of how far can we make that money go? How many more opportunities can we provide to American workers? Do we have enough to include something at the Chicago assembly plant or one of our other plants that — or will we run out of that year’s capital money before that happens?

So the more we can do to become efficient, and I’m looking to not only our contractor base, but also the union base. What can we do to become more efficient without sacrificing quality and safety. That absolutely is paramount, we cannot sacrifice safety, whatsoever. And of course we always want to be on top in quality.

So we need to ensure that we work together. I personally have had a lot of experience now with the tripartite arrangement. I find it very intriguing and also very rewarding. I think as we listen to one another, work together, we can make it happen. And that’s why the last bullet point I wrote, it’s easier to do business with the Iron Workers and their contractors.

It seems like you guys have got it together. And I think that’s a reflection of the leadership that you’ve had and have now. And I just want you to know how much I appreciate that.

(Applause.)

So on a closing note, not long after Kevin Hilton called me about possibly speaking here, on the radio when I went home that night, they were talking about the Little Caesar’s Arena, which of course you know Detroit, at least between October and May, is called Hockey Town. You Canadians, you know that. And we take a lot of pride in our hockey team.

And this was, you know, the last member going up and the traditional tree and flag and I just wanted to end with that and thank you again for the opportunity to be here, to speak with you and hope you enjoy the rest of the conference. Thank you very much.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Ron. As you’ve attested to, ours is a long and fruitful partnership. To show our gratitude, we’re going to present you with one of these clocks. But we’ll ship it to your office to prominently display for the executives of Ford.

FORD MOTOR LAND DEVELOPMENT CORP. DIRECTOR KOSHEWITZ: And I will.

GENERAL PRESIDENT DEAN: You need to know something Ron has told us — they have a corporate policy about no traveling to Las Vegas.

(Laughter.)

And I asked him if he could get his superiors to exempt that rule because what I wanted to demonstrate to you is I regularly thank our contractors for risking their capital, but owners of plants, they have a choice. And Ron has always made the choice to use us. So I thought he would be a good invited guest.

They work with us in the United States and Canada and his friendship and his partnership is truly one that we value greatly. So we thank you very much.

FORD MOTOR LAND DEVELOPMENT CORP. DIRECTOR KOSHEWITZ: Now I’m going to call up General Secretary Piksa for some announcements.

GENERAL SECRETARY PIKSA: Good morning, still. We are going to do some announcements for the sporting clay shoot. We had 34 birdies. Ryan Scott’s team took first place out of 704, Chattanooga, Tennessee.

(Applause.)

So anyway Ryan, you guys, you did pretty well. And I’ll have to apologize, I said birdies. I thought I was announcing the golf winners first here. That’s why I had to stop, I thought 34 birdies, where did these guys come from?
In second place on the clay shoot we had 33 birds, Ed Abbott tied with Sean Kimball and again we had Chattanooga, Tennessee, 704. And then Ed was Local 25, Detroit, Michigan. And anyway you guys did very well at the clay shoot and I think we have some gifts here for them. Okay, so you already got your gift cards. We had golf winners, first place, Bill Sherer, Theron Hodge, John Litman and Gary Craft. So congratulations to that foursome.

(Appause.)

Second place, Piedmont Brown, Keith Harkey, Dave Osborne and Paul Moreno, congratulations.

(Appause.)

Third place, one of these guys is really stressed out I know about this, being third place.

(Laughter.)


(Appause.)

We had another announcement. We had somebody that got married last night.

(Appause.)

So we're hoping this doesn't just remain in Vegas.

(Laughter.)

Rick, do we have a picture of the wedding? Robert Wisehart and Lisa Harris.

(Appause.)

And they didn't just get together while they are down here, they've been dating for seven years so this is the real deal guys.

(Laughter.)

So anyway, We wish you the best and as you can see he married a beautiful lady there and they had a beautiful wedding. So with that, I'll introduce the rest of the announcements.

The following are—we have two more District Council photos. Again, they will be in the Mirage Event Center, Texas and the Mid South at noon, Eastern Canada at 12:15.

We have—there will be a family and father photo shoot and this is going to be this afternoon at the end of the afternoon session. It will be for the fathers, sons, brothers, sisters, and anybody that has a family of Iron Workers that would like to have a photo taken that is here at the Convention, meet at the podium at the conclusion of the session today.

If there are any other District Councils or Locals planning to make presentations, please visit the General Secretary’s office. We've also had people at last-minute want to get announcements up at the podium, again, make sure you go to the General Secretary's office so that we can try and accommodate you the best we can. And that's in Barbados B.

Please remember to take time to go to the events center, see the historical display and you are going to have to do that today. Trucks are coming in and I'm not sure that that hasn't already happened. Kenny is starting to knock it down so they can get it shipped out of here. So if you haven't seen it, make sure you do that before you get out of here, maybe at noon.

We also have the IPAL booth. And I think that one thing everybody has to keep in mind is that even though we put a lot of money on the craps tables and the slot machines and the cards, really, when you look at it, as far as best return, I think on your money, hands down, contributing into the IPAL is probably the best place for any Iron Worker to put his money today. Not that everybody is going to do that, but I just like to pass that on and hope that we do get some more money in support of IPAL.

Tonight's cocktail reception will be held in the Grand Ballroom at 6:00 p.m. Dinner will also be served, full meal today. And this evening is usually a gala event and we have a sit down for everybody and that will start at 7:00 p.m.; there will be music and dancing. We've got the hottest band, hottest entertainers in Las Vegas and that’s Zipper. And guys and gals are really going to enjoy the entertainment tonight and that will start at 8:30 and go to 11:30 p.m.

The cocktail reception and banquet are for adults only, so make sure if you have kids that they go to Camp Iron Workers that will begin this evening at 5:30 to 11:30 p.m. Bermuda A and B. Food and beverages will be provided for all of them.

That said, thank you and I’ll turn it back over to General President Dean.

(Appause.)

GENERAL PRESIDENT DEAN: Thanks Ron. You know when you play golf and you become the General President, people get real gracious about gimmies and pick up putts whatever. Not in that shotgun shootings, there is no mulligans, there is no do-overs. So my score was my score and it wasn’t as good as those guys.

The Convention now stands in recess for lunch and we will resume at 1:00 p.m. Thank you.

(Whereupon, a lunch recess was taken.)

THIRD DAY

Wednesday, August 24, 2016

AFTERNOON SESSION

(Whereupon, the Convention session reconvened at 1:00 p.m. on Wednesday, August 24, 2016.)

GENERAL PRESIDENT DEAN: Good afternoon. This morning you heard from Don Cherry and as we were planning the Convention and I talked about potentially—when I go to Chicago I always see Stanley Cup banners hanging, so I thought how nice it would look if we had a Chicago Blackhawks’ banner every other one—but they made a mistake and they made them after your Local Unions names.

At the end of the Convention when they dismantle the room we will be shipping those to your Locals so you can put them prominently up on display. I've been asked by a lot of people.

(Appause.)

You notice they are red every other one because that's the way the Blackhawks are winning the Stanley Cup, every other year.

(Laughter and applause.)

You gotta let the other teams win, otherwise no one will try hard.

(Laughter.)

Now we will hear from the Organization Committee for a partial report. Will Chairman Jay Hurley and Dave Gorniewicz please come to the podium.

COMMITTEE CHAIRMAN HURLEY: Good afternoon. The Organization Committee was taxed with considering General President’s Recommendation No. 1, found in the General President’s report which concerns establishing an Iron Workers Museum.

General President Recommendation No. 1 reads as follows:

WHEREAS: our proud union, formed in 1896, has fought for the dignity and improvement in the lives of the members and families of those who have endeavored to build the structures and infrastructures of our nations. Throughout these past 120 years our International has seen great triumphs as well as devastating setbacks.
in its fight for workers’ rights. The history of our great Union is part of the tapestry of the struggle of the working man, not only for the bread, but also for a few roses, and

WHEREAS: the history of the Iron Workers Union is the history of the coming together of many diverse cultures and people with a common need. That need being the improvement of working people and the guarantee that our children will have more opportunities than we did, and

WHEREAS: our International has kept much of the history of our struggle to improve the lot of the worker in North America, and

WHEREAS: over the past 120 years the work our members perform has undergone dramatic changes. Further, because most of this great history is on public display to the members to view and learn from only at our Convention for one week every five years,

NOW THEREFORE BE IT RESOLVED: that the General Executive Council be charged with creating a permanent history museum for the purpose of procuring, archiving and preserving the history of our Union.

BE IT FURTHER RESOLVED: that any cost be borne by the National Fund who presently has custody of our International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers’ historical items. This shall be done so that our members can experience and learn the struggles of those who came before them to create these Iron Workers’ historical items and to make the Iron Workers one of the most important and consequential unions in the North American labor movement.

Respectfully submitted, the Organization Committee.

At this time I move to adopt General President’s Recommendation No. 1 as quoted above.

COMMITTEE SECRETARY GORNIEWICZ: I second the motion.

GENERAL PRESIDENT DEAN: It has been moved and seconded to adopt a partial report of the Organization Committee. Is there any discussion?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes carry.

(Gavel bang.)

Actually, clarification, that wasn’t a partial report, it was just a recommendation on the motion.

COMMITTEE CHAIRMAN HURLEY: I will now return to the directive to the Organization Committee and the Committee’s attention to the General Secretary’s Report, specifically General Secretary’s Recommendation No. 4, which would amend Article XIX, General Rules, Section 6, found on page 57 of the International Constitution and which currently reads as follows:

Section 6. All membership cards shall be made up at International headquarters. Such membership cards will show membership number, initiation or reinstatement date, member’s name, classification fee if such fee is less than the standard initiation or reinstatement fee.

The Committee reviewed and concurred with General Secretary’s Recommendation No. 4, which would amend Article XIX, General Rules, Section 6 to reads as follows:

Section 6. All membership cards shall be provided by International Headquarters. Such membership cards will show a member’s name, Local Union, membership number, initiation or reinstatement date, classification and individual QR or machine readable code.

The Committee unanimously approved amending Article XIX, General Rules, Section 6. I hereby move to approve the Committee’s recommendation to approve the new language as quoted above.

COMMITTEE SECRETARY GORNIEWICZ: I second the motion.

GENERAL PRESIDENT DEAN: Motion has been properly made and seconded. Anything on the question?

(No response.)

Seeing none, hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY GORNIEWICZ: The next item the Committee was tasked with was General Treasurer’s Recommendation No. 5 found in the General Treasurer’s Report, which would amend Article XVI, Sources of Revenue, Section 1, found on page 48 of the International Constitution which reads:

Section 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential and transfer fees
2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with the provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. Initial Organizing Contract Fund Assessment
10. International Iron Workers Organizing Fund Assessment
11. Such other sources as may from time to time be appropriate

The Committee reviewed and concurred with the General Treasurer’s Recommendation No. 5, which would amend Article XVI, Sources of Revenue, Section 1 to read as follows:

Section 1. The revenue of the International Association shall be derived from the following sources:

1. Monthly per capita tax receipts, initiation or reinstatement fees, differential and transfer fees
2. Sale of supplies
3. Travel Service dues receipts
4. Interest
5. Investments
6. Assessments levied in accordance with the provisions of the Constitution
7. Death Benefit Fund Assessment
8. Convention Fund Assessment
9. Shop Organizing Fund Assessment
10. International Iron Workers Organizing Assessment
11. Supplemental Per Capita Tax
12. Such other sources as may from time to time be appropriate

The Committee unanimously approved amending Article XVI, Sources of Revenue, Section 1.

I hereby move to approve the Committee’s recommendation to approve the new language as quoted above.

COMMITTEE CHAIRMAN HURLEY: I second the motion.

GENERAL PRESIDENT DEAN: Motion has been made and properly seconded. All those in — anything on the question?

(No response.)

All those in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY GORNIEWICZ: The Organization Committee was referred to
the General Treasurer’s Report, specifically General Treasurer’s Recommendation No. 6, which would amend Article XVI, Sources of Revenue, Section 2a found on page 49 of the International Constitution, which currently reads as follows:

Section 2a. There shall be paid, as International Per Capita Tax, the sum of Twenty-eight Dollars and Sixty-five Cents ($28.65) per month by all members of the International Association, except that members of Shop and the Navy Yard Rigger Local Unions shall pay, as International Per Capita Tax, the sum of Fourteen Dollars ($14.00) per month. If deemed absolutely necessary by the General Executive Council, it may increase effective January 1, 2013, January 1, 2014, January 1, 2015 and January 1, 2016, in an amount not more than Two Dollars ($2.00) per month in each such year for all members of this International Association, not to exceed Five Dollars ($5.00) for the Convention period, except the Per Capita Tax for the members of the Shop and Navy Yard Rigger Local Unions may increase in the amount not more than One Dollar ($1.00) per month in each such year, not to exceed Two Dollars and Fifty Cents ($2.50) for the Convention period.

The Committee unanimously approved amending Article XVI, Sources of Revenue, Section 2a to read as follows:

Section 2a. There shall be paid, as International Per Capita Tax, the sum of Twenty-eight Dollars and Sixty-five Cents ($28.65) per month by all members of the International Association, except that members of Shop and Navy Yard Rigger Local Unions shall pay, as International Per Capita Tax the sum of Fourteen Dollars ($14.00) per month. If deemed absolutely necessary by the General Executive Council, it may increase effective January 1, 2013, January 1, 2014, January 1, 2015 and January 1, 2016, in an amount not more than Two Dollars ($2.00) per month in each such year for all members of this International Association, not to exceed Five Dollars ($5.00) for the Convention period, except the Per Capita Tax for the members of the Shop and Navy Yard Rigger Local Unions may increase in the amount not more than One Dollar ($1.00) per month in each such year, not to exceed Two Dollars and Fifty Cents ($2.50) for the Convention period.

The Committee unanimously approved amending Article XVI, Sources of Revenue, Section 2a.

I hereby move to approve the Committee’s recommendation to approve the language as quoted above.

**COMMITTEE CHAIRMAN HURLEY:** I second the motion.

**GENERAL PRESIDENT DEAN:** Motion has been made and properly seconded. On the question, chair recognizes the delegate at Mic 5.

**DELEGATE BASQUE:** Egbert Basque, Membership No. 808569, Saint John, New Brunswick, Canada. Just for a point of clarification, are we paying $31.50 right now at this time? It’s higher than 28, isn’t it?

**GENERAL PRESIDENT DEAN:** Well, you’re not factoring in the Death Benefit most likely and the Convention Tax.

**DELEGATE BASQUE:** But what we’re paying to the International right now at this point is $31.50, isn’t it?

**GENERAL PRESIDENT DEAN:** Yes.

**DELEGATE BASQUE:** So in reality we’re going to be paying less to start with? Is that what it is?

**GENERAL PRESIDENT DEAN:** I’m going to defer the microphone to Treasurer Evers.

**GENERAL TREASURER EVER:** All this is doing is updating the years of contribution, so where it was at 2011, ’12, ’13, ’14, ’15, it is now—it’s a rollover, we’re just updating the dates.

**DELEGATE BASQUE:** No it’s just that I thought we were already paying $31.50, that’s all.

**GENERAL TREASURER EVER:** Everything is included into the Per Capita.

**DELEGATE BASQUE:** As long as you don’t charge us more. (Laughter.) Thank you.

**GENERAL PRESIDENT DEAN:** Anything further on the question? (No response.)

All those in favor signify by saying aye. (Chorus of ayes.)

**GENERAL PRESIDENT DEAN:** Opposed? (No response.)

The ayes carry. (Gavel bang.)

**COMMITTEE CHAIRMAN HURLEY:** The Organization Committee was assigned to address Resolution No. 8 submitted by Local Union 584, Tulsa, Oklahoma and Resolution No. 9, submitted by Local 97, Vancouver, British Columbia involving proposing a name change of this International Association.

The Organization Committee considered this assignment very seriously and after a thorough and extensive discussion, the consensus of the Committee was to change the name from International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, to Iron Workers International Union, with the acronym of IWIU. It is noted that the Committee vote was 75 percent in favor of the name change and the chairman and secretary of the Committee abstained from voting.

Therefore, the Organization Committee, by a three-quarters majority vote recommends changing the current name of International
Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to Iron Workers International Union and utilizing the acronym of IWIU.

I move for the adoption of the Committee’s recommendation to change the name of this Organization.

**COMMITTEE SECRETARY GORNEWICZ:** I second the motion.

**GENERAL PRESIDENT DEAN:** Before I take action, I do have a point of clarification, that was a substitute resolution for the combining of both. One was to lengthen and one was to shorten. A motion has been made and properly seconded.

On the question? Delegate at Mic 1.

**DELEGATE LUX:** Good afternoon, General President, General Secretary, General Treasurer, General Vice Presidents and delegates, Bobby Lux, Membership No. 950489, President/Business Agent Local 378, Oakland, California. Proud 42-year member of this great Organization and a strong advocate of its history.

I oppose the resolution change of its name of this great Organization. We are moving into the 21st century with the help of the International and IMPACT. Our history also plays an important part of our future and we are part of that. We are all part of our history and we owe it to our members and retirees to keep that history.

The exhibit hall and the Iron Worker book has the Iron Worker International Bridge, Structural, Ornamental, Reinforcing Iron Worker all over it. Every place you look. All around Canada and from Boston, New York, Chicago, Seattle, the Bay Area and Los Angeles, we have erected high rises, bridges, stadiums and large industrial projects. And on many of these projects there is a plaque and that plaque says, Erected by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

I have heard in the last couple of days it will help increase our membership. It may be, but the only way to increase our membership is to organize. So I hope you will keep the name International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

**GENERAL PRESIDENT DEAN:** Thank you, Brother.

(Applause.)

Chair recognizes the delegate at Mic 4. Oh, Mic 4 sat down. Chair recognizes delegate at Mic 5.

**DELEGATE BASQUE:** Egbert Basque, Membership No. 858069 Saint John, New Brunswick, Canada. I’m really disturbed by this change because we just organized not that many years ago over 200 reinforcing guys. And they were so proud to be part of this International and certainly the fact that the reinforcing word was in it.

Now you’re taking it away. I am an ironworker myself, I don’t know if—I would just ask you to reconsider if there is any way, somehow, that we can have the word reinforcing in there. I know there is going to be a lot of people that are going to be ticked off right now and a lot of them we’re chasing them across Canada that are working with CLAC some of these other nonunion companies.

Now we’re telling them, all of a sudden you’re an ironworker. What they’re going to say, Well, okay I want to go work as an ironworker. They always want to call themselves for years, some of them have been working at it for a lot of years and they call themselves reinforcing ironworkers. I don’t know, I would like you to reconsider that, Mr. Chairman. Thank you.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 2.

**DELEGATE ALEXANDER:** Robert Alexander, Book No. 1130434. I just want to echo my brother, Bobby Lux over there, that I understand change, it’s inevitable, it’s going to happen and stuff like that. I’m not against change, it’s inevitable change at all, but I just want to go on record to say it took us 100 years to get reinforcing on there and I’m sure going to miss it. I hate to see it go. Thank you.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 2.

**DELEGATE DUFFIELD:** Robert Duffield, Book No. 1233824.

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 4.

**DELEGATE BUDDFIELD:** Good afternoon everybody, Robert Duffield, Book No. 1233824. Since 1896, we’ve been bridge and structural and then they added in ornamental and in 1996 they added reinforcing. Regardless of the name, we’re still ironworkers. And what about the ones that aren’t on there right now, like the precast erectors and the derrickmen and the men that work the glass and all that work.

Regardless of what the name is, we are still ironworkers, we still put it up. The best way to recognize every part of our trade is to just make it what it is and we’re ironworkers. That’s all.

(Applause.)

**GENERAL PRESIDENT DEAN:** The chair recognizes the delegate at Mic 5.

**DELEGATE LELAND:** General President Dean, I’m James Leland, Book No. 988555. It is understandable that those whose work skills are not in the title may feel some exclusion. If Local 97 were to redo its resolution it would be Iron Worker Union as the title, subtitle, Structural, Ornamental and Reinforcing Iron Workers, Riggers, Fabricators and Welders. It is also understandable that there is strong support for a shorter title for our Organization.

Local 97 believes that it is not just that words matter, that the right words matter. Our resolution was presented to engage our thinking about what it is that we do so well and to the unfortunate others who are not us understand the depth as well as the width of our skill set.

Regardless of the outcome of the name change. Local 97 will respect and strongly support any decision reached at this Convention. (Applause.)

**GENERAL PRESIDENT DEAN:** The chair recognizes delegate at Mic 2.

**DELEGATE RICHARDS:** Michael Richards, Book No. 1328351, Business Manager of Iron Workers Local 584 in Tulsa, Oklahoma. I wrote the resolution to shorten the name and I would just like to take a second and read it. It’s Resolution No. 8.

And it is: WHEREAS: it is in the best interest of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers to be inclusive of all aspects of the trade of ironworking and

WHEREAS: the current title of our Organization leaves out certain occupational specialties that fall within the claimed jurisdiction of the Iron Workers, and

WHEREAS: the membership feels that less is more and simplicity is the key to branding and perpetuating our Organization going forward,

THEREFORE, BE IT RESOLVED: that Article 1, Name of the Constitution of International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers be changed to read as follows:

Now, my suggestion was the International Association of Iron Workers, a shortening.

And the reason I wrote the resolution is simple. About every other Convention we’ve had a proposition to extend the name by adding other aspects of work that we do. I would like to see us put this whole issue to bed and just be Iron Workers across the board so we don’t have to vote on sheeters being added to the name, fence erectors, tower hands you name it. We could go on and on.
The name of our organization could be so big we couldn’t fit it on an 11 by 9 envelope. We’re all Iron Workers, we’re all brothers and I support the resolution.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, brother. Chair recognizes delegate at Mic 3.

DELEGATE MOORE: Good afternoon everyone, Terry Moore, Book No. 1055805, Local 46, Reinforcing Iron Workers, New York City. I was at the 1996 Convention when we — the group of people and this membership decided to add the Reinforcing Iron Workers to the name. And I can tell you that over the course of the organizing, the work history since then, it has been a very important part to have Reinforcing Iron Workers as that last piece of that name.

As important to us, as I am sure it was to all of other trades or the other Locals, excuse me, that had the Structural and the Ornamental. I don’t mean any slight to any of the other trades here, but I am asking that this body considers leaving the name the way it is because it’s part of our history now and we just would like to see that happen. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 1.

DELEGATE NEHILEY: President Dean. Officers, Delegates and Guests, my name is Shawn Nehiley, Book No. 1149324 proud 28-year member of Boston Local 7.

I think it’s time for a change. I think the new name brings all of us together. We’re all Iron Workers.

I come from a mixed Local and when I’m asked, what do you do for work, I don’t tell people, Oh, I’m a member of the Bridge, Structural, Ornamental and Reinforcing Iron Workers, I tell them I’m a union ironworker.

And I think that this — when we sat down and spoke about this, that’s all I have to say. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes delegate at Mic 2.

DELEGATE BROWN: Thank you. My name is Piedmont Brown, Book No. 1060802, President of the Iron Workers Las Vegas to Los Angeles. I think the name should stay as it is for the history. Every commissioner board I go for, city council, school boards, they all know us as Bridge, Structural, Ornamental and Reinforcing Iron Worker. I think it should stay that way. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Seeing no other delegates at the mic, resolution is properly made and seconded.

All those in favor signify by saying aye. (Chorus of ayes.)

All those opposed signify by saying no. (Chorus of noes.)

The recommendation is defeated. (Gavel bang.)

(Applause.)

The name remains the same. That concludes the Organization’s partial report for today. We look forward to hearing the rest of their report tomorrow. Thank you Jay and Dave.

That Committee is done completely, I thought they were coming back tomorrow. The Committee, we would like to thank them for their work, for the Committee members and they are dismissed.

(Applause.)

Next we have a partial report of the Constitution Committee and for that we’ll turn to Marvin Ragsdale and Darrell LaBoucan.

COMMITTEE CHAIRMAN RAGSDALE: Thank you, Mr. Chairman. Good afternoon. Your Constitution Committee has reviewed General Treasurer Recommendation Nos. 8, 9, 14, 15, and 18, which can be found in the Recommendations Section of the General Treasurer’s Report and Resolution No. 10, submitted by Local Union No. 395, Hammond, Indiana; Resolution No. 16 submitted by Local Union No. 8, Milwaukee, Wisconsin and Resolution No. 17, submitted by Local Union No. 63, Chicago, Illinois, all of which can be found on the schedule tab on the app.

The Committee considered these items together as they are all related in subject matter. After a lengthy discussion on the matter the Constitution Committee recommended that a substitute resolution be presented to the delegates at this Convention for your consideration. Again, guys, that’s General Treasurer Recommendation Nos. 8, 9, 14, 15, and 18 and Resolution Nos. 10, 16, and 17. Okay?

The IMPACT Organizing Substitute Resolution reads as follows:

WHEREAS: IMPACT has proven itself to be one of the International’s most valuable tools in advancing our principles and perpetuating our Union, and

WHEREAS: IMPACT provides funding for marketing, training activities, safety advancements, prevailing wage protection, Davis-Bacon compliance, and the numerous programs vital to the interest of the union ironworking industry, and

WHEREAS: The Organizing Fund was created by the Delegates to the 39th International Convention in 1996 and has proven to be an invaluable tool in growing the Union, and

WHEREAS: The Organizing Fund has funded the salaries of union organizers and provided resources essential to union organizing efforts throughout the International Association, and

WHEREAS: The Committee has determined that there is a greater need for additional funding into the Organizing Fund to pay for more organizers and provide support for political efforts to assist the Union in its organizing efforts.

THEREFORE, BE IT RESOLVED: That all agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for three-eighths of one percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions, and

BE IT FURTHER RESOLVED: That the General Executive Board shall not approve any agreement that does not include this language, and

BE IT FURTHER RESOLVED: That each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of three-eighths of one percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked by per member per month to the International Iron Workers Organizing Fund, and

BE IT FURTHER RESOLVED: That the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, be amended as follows:

I. Amend Article XVI, Sources of Revenue, Section 2c, found on page 50 of the International Constitution, so that same, as amended, shall read as follows:
Section 2c. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of three-eighths of 1 percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member, per month to the International Iron Workers Organizing Fund. The Fund may be used to defray the cost of research, education, legal, administrative and political support to assist in organizing. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

II. Amend Article XXI, Local Unions, Section 28b, Lines 24 through 26, found on page 77 of the International Constitution, so that same, as amended, shall read as follows:

"rate of five-eighths of one percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions."

III. Amend Article XXI, Local Unions, Section 28c, Lines 27 through 29, found on page 78 of the International Constitution, so that same as amended shall read as follows:

"paid at the rate of one quarter of one percent (1/4 of 1%) of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions."

IV. Amend Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Sections 14a and 14b, found on pages 122 and 123 of the International Constitution, so that same as amended, shall read as follows:

Delete Section 14a in its entirety and insert the following in its place:

Organizing Fund. Section 14a. Shop Organizing Assessment. Each Shop and Navy Yard Rigger Local Union shall pay a Shop Organizing Assessment in the sum of Five Dollars ($5.00) per member per month to the Organizing Fund for the purpose of defraying the Local Union’s expenses related to organizing. The Fund may be used to defray the cost of research, education, legal, administrative and political support to assist in organizing. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

Amend Section 14b by deleting the reference to the “Initial Contract Organizing Fund Assessment” and substituting the words “Shop Organizing Assessment.”

V. Article 29 — excuse me, Amend Article XXIX, Special Provisions Governing Regional Local Unions Only, Section 11, found on page 126 of the International Constitution, so that the same, is amended by deleting the existing paragraph in its entirety and inserting the following in its place:

“Each Regional Local Union shall pay an International Supplemental Per Capita Tax of three-eighths of 1 percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the Organizing Fund in accordance with the provisions of Article XVI, Section 2d of the International Constitution.”

VI. Any other references in the International Constitution pertaining to these subjects will be amended to reflect the changes above.

BE IT FURTHER RESOLVED: The provisions of this substitute resolution shall become effective January 1, 2017.

Your Constitution Committee unanimously recommends this substitute resolution and I move for adoption of the Committee’s recommendation.

COMMITTEE SECRETARY LaBOUCAN: I second the resolution.

GENERAL PRESIDENT DEAN: The motion has been made and properly seconded. Anything on the discussion? Delegate at Mic 2.

DELEGATE DEAN: Mr. Chairman, I sat on that Committee and all this does, it does not increase your fees, it just — it’s going to give the Organizing Department about $5 million more to combat right-to-work campaigns, additional organizers, so there is no increase to be clear.

The shopmen will have to pay an additional dollar, that is true. But you think about it, when you go to change your political contribution to voluntary from 3 cents to 6 cents, you got to go get every card signed. This is easy, this is IPEF money that when we are under pressure we can help some of these Locals fight the fight of the law. And we can use some of this IPEF money. This is easy, it when you go to change your political contribution to voluntary from 3 cents to 6 cents, you got to go get every card signed. This is easy, this is IPEF money that when we are under pressure we can help some of these Locals fight the fight of the law.

Delegates from a union, in Province of Quebec union reps are not allowed to vote for a political fund. This combination of multiple resolutions has to be accepted, but for delegates from Local 711 voting for it would be in contempt of court and of course government after them would be more than happy to cut their heads off. So the will is there and the money is there. You’re going to hear a little “no” when it’s the vote on that situation. I wanted to explain it all to you. Thank you.

GENERAL PRESIDENT DEAN: The chair recognizes delegate at Mic 4.

DELEGATE MAYRHOFER: General President Dean, Tony Mayrhofer, Book No. 1259922 from Iron Workers Local 8 in Milwaukee, Wisconsin.

Iron Workers Local 8 has been a strong supporter of organizing for many, many years. Every single member of — we put a resolution through as part of this to be submitted for a change to the Constitution. Every single member that I had in my hall, when we voted on this, was in strong support of it. I know that this is the right thing to do, the way that we have done things in the past. Just two weeks ago, we were able to organize nine line bust — stuff off a nonunion job site, and it made a huge difference in those people’s life. This is what we do. And if we can’t support what we do, we have no reason to sit in this room today.
(Applause.)

**GENERAL PRESIDENT DEAN:** Seeing no other delegates at the mic, I call the question. The motion has been moved and seconded. Is there any discussion? 

(No response.)

Hearing none, all in favor, signify by saying aye. 

(Chorus of ayes.)

Opposed? 

(Chorus of nays.) 

So noted. The ayes carry. 

(Gavel bang.) 

That concludes the partial report of the Constitution Committee. We look forward to your final report tomorrow.

Brothers and Sisters, IMPACT is an innovative ground breaking labor-management partnership to make us more organized, more skilled and more professional. It's how we join together to market the union share of our industry, increase business for our signatory contractors, and increase work hours for our members. This video explains more about the great work IMPACT is doing. And then we will hear from three speakers – we will hear from two of IMPACT's work IMPACT is doing. And then we will hear from our members.

And I'll tell you that to be asked to speak here is really truly the pinnacle of my career to date. But we are going higher. We are going a lot higher. Let me give you a little background here. I grew up poor Dearborn white trash in Dearborn, Michigan. I hope my mom will forgive me for saying that.

And I was exposed to the Iron Workers believe it or not at a very early age and a very good friend of mine, my best friend in the 6th grade was a kid named Kelly McNeigh and his dad came home from work every night dirty and sweaty and tired. And if — many of you have been to southeastern Michigan, this time of year it's hot and humid, the rest of the time of year is just gorgeous, right?

He was an Iron Worker out of the Riggers Local in Detroit, Michigan, which is now part of Local 25. And there is not a day that goes by — my first day at IMPACT, I gave Kelly McNeigh a call and I said, “You’ll never believe where I’m sitting.” And it will never ever escape my conscious thought every day when I walk on this job, whether I’m in Portland, Oregon or Portland, Maine, that my family benefits from the sweat of the brow of a union Iron Worker and their contractors. I never take that for granted, not for one second.

(Applause.)

I always say nothing happens by accident. And this organization, IMPACT, is setting on the shoulders of some outstanding leadership, some of whom you see right up here. Of course, Bill Brown devotes countless time to this cause and he brings brain power and passion as well as an Iron Worker and he will talk a little bit later.

But I think about Eric Waterman, the founding CEO that I worked closely with before I took over. I think about Chuck Decker sitting in the back row. And for God’s sake, don’t ever get in a car with Chuck, he is the most unsafe driver, but I will tell you what, Chuck was the type of guy who was blindly loyal. He wanted to do the best thing he could do for his brothers and sisters and we had disputes behind closed doors, but when you walked out of those closed doors we were arm and arm growing the industry from our perspective.

Kevin Byrnes, former IMPACT Ranger, worked with me and Chuck for years, outstanding man. And I think of Bobby Banks out of Local 7, Boston, Tad Kicielinski — those guys were just outstanding people and are outstanding people. And we all owe them a debt of gratitude because they're the tip of the spear before this thing ever got off the ground. They did an outstanding job.

And many of you will never have the opportunity to see those folks based in Washington that literally pour their heart and soul into this organization. And my friends, none of them are Iron Workers; on our admin staff, but they treat you like you're part of their family.

And I will tell you last year, not that past year, the year before in Ann Arbor, Michigan at the Iron Worker Apprenticeship Training Program — Ann Arbor, Michigan, being the epicenter of learning and understanding in the universe.

(Laughter.)

An ironworker came up to me, the ironworker was in the contract academy and he said “Mr. Hilton, I need to speak with you.” Now, usually, that's not a good thing, but he took me out in the hallway and he said, “You know, I had to call your office numerous times to make sure that I had everything I needed, and I’ll tell you what, dealing with your staff, I felt like I was dealing with someone in my own family, they took care of me.” They're valuable to what we do and they don't get nearly enough credit. The success that we have is generated by many of them. One last personal note. Elizabeth Springer was hired on at IMPACT as the first admin — quasi admin person and in the last few years she's fallen quite ill. And I would ask you to keep her in your thoughts and in your prayers as we move forward.

(Applause.)

A really wonderful lady.

My good friend and colleague, Lee Worley, the greatest Apprenticeship Director in the entire Building Trades walks into the office the other day, and he said, “Hilton,” he goes, “I just went into a Building Trades meeting of my fellow and associated executive directors of training and apprenticeship,” and he said, “all they wanted to talk about was what we were
partite meeting. It's kind of like the IMPACT really easy, just sign this piece of paper.

And when you talk to a contractor that is not signed with us, they say, “I'm in. I'm on top of that. I want a piece of that.” Say, “Well, it's really easy, just sign this piece of paper.”

Kevin Byrnes and I were at the UA tri-partite meeting. It's kind of like the IMPACT conference for the UA.

And standing up at the podium, Pat Kellett, in his opening remarks and he's going through various interesting comments about their function and what they do, but he's talking to a group of mechanical contractors and card-carrying fitters. And he says to them, “I want to invite all of you to go to the IMPACT conference next year in San Diego. You will learn more than you can possibly imagine.”

This is the UA.

My friends, you're the envy of the industry. We are building on our foundation every year in every way.

We have created a lot of programs that have never been created before. And one of them is one that's not been without controversy, it's our Business Fundamentals Academy.

Had a little pushback on that. There were words exchanged in our board meetings, but here's the deal: folks, we will take an ironworker who is a journeyman, who is a smart man or woman, in many cases they're women that we are training currently, and we are not going to give them an MBA from Michigan or Harvard, but we are going to teach them in the fundamentals of what it takes to be an ironworking contractor.

It's complicated. Nowhere in the Apprenticeship Program do they teach about bonding and comp and general liability and the overhead that you have to—not to mention the accounting systems and the business systems that can and must be in place.

And I'll tell you what success looks like, success does look like the men or women that go into business and create a thriving ironworking business, just like Jody and Monty Ellis that I exchanged e-mails with the other day out of Kansas City.

Jody and Monty had me and Zach Gorman into their quasi living room-kitchen. It's a kind of open floor plan. And they said, “You know, we are new in business. We are having some success. Monty is the greatest ironworker ever produced by Local 10, Kansas City.” And I said, “Hey, listen,” I said, “do you have a background in business?” And Jodi said, “No, I'm an art teacher. Monty is an ironworker.”

And I started explaining the incredible training opportunities that we offer in Ann Arbor and other locations around North America where they can get the basic business fundamentals. We are not going to carry them all the way through, but we are going to give them the awareness and what do you think they said, they said, “I'm sorry. We just don’t have the time to do that.” And I said, “Well, I got news for ya, I'm not leaving here until you do.”

And they kind of chuckled, and I pulled up a seat and sat down and I pulled up my iPad and showed them what we are talking about. I said you know, “What are we having for dinner tonight?” And they knew at that point, I was serious.

Jodi and their son, who was also an ironworker made the arrangements right as I sat there at their kitchen.

They’re in business today. That first year they were doing less than 50 grand. The e-mail they sent to me on Friday said that they are going to exceed $500,000 in their small business.

How many Iron Workers is that going to put to work?

(Applause.)

How many?

(Applause.)

They come from you. They all come from you. I hope I’m planting a seed.

When Roden Steel was falling behind on their fringe benefit payments, they were sent by the Local to Ann Arbor to take getting paid offered by FMI. They're up to date now and they're not out of business.

How many Iron Workers does that put to work? That's growth.

And, you know, I'm limited here, I only have a few minutes — don't give me the chicken hook. I think that's what he said.

The Irish and the Americans are two people separated by a common language.

(Laughter.)

Hey, I got a laugh.

Listen, we engage the industry. When the Regional Directors come to work for us, I said you've been viewing the Iron Worker contract relationship in our part of the industry through this view, you're going to see the industry writ large now. You're going to see the whole kit and kaboodle.

And General President Dean, and before him General President Wise and General President Hunt and a legion of people have engaged the owner community through the Construction Users Round Table and through dogged determination and charm. We were up on the big stage at the Construction Users Round Table, an organization that did not want us at all. They looked upon us as the unwashed and unwanted and now they throw their arms open to us and we give the IMPACT report on lean construction, on workforce development.

And every time when I meet with them they say, “Where are we going to get the next generation of construction worker?” I say, “Look no further. When we open up our apprenticeship programs, people line up around the block to get in. Are you having that same problem?” And they dumbfoundedly shake their heads no.

They're not encountering the problem with people trying to fight to get in. We are going to crack that. We will put Iron Workers in facilities where they aren't, we already have.

When an Iron Worker walks on the job site in Charleston, South Carolina at the Volvo plant they do so in no small part to the efforts of Kenny Waugh in IMPACT working with Buddy Cefalu and the Business Manager there.

(Applause.)

I got news for you folks, that's one short story. I will stand back there and talk to you and I'll tell you all the other facts that are associated with our program. They're facts. We put Iron Workers where they aren't.

And I'll tell you what, as I travel around the country, I love getting into the Local Unions and the Local training centers and talking with you and your contractors and you hear from time to time, “Well, I don’t know, Kevin, this is all about the contractor.”
And I make no apology for that. We invest in the contractor so that they can compete. And I know once we train them and we give the exposure to them and we build the relationships with them, that’s going to put more Iron Workers to work without a doubt. I guarantee it.

But we also have some phenomenal programs that if you go to our website—and for instance, check out the Off-the-Job Accident Program. Every week I sit at my desk and I sign a stack of about 50 checks that go directly to union ironworkers that were injured away from work that helped them make ends meet until a longer-term benefit kicks in or until they go back to work.

That’s really what we are talking about. You know there is going to be a day when we achieve zero. And I have to hand it to this leadership up here—you got a letter the other day, Consumer’s Energy, power generator in Michigan. And you know why they wrote us that letter? They wrote the letter because the Iron Workers were the safest craft on that site and they wanted to commend us for it.

(Applause.)

Safety is a competitive advantage and your leadership that’s sitting up here know it. And they’re driving it down.

Walt Wise said, “We will not conduct an Iron Worker meeting without first talking about safety,” and we subscribe to that.

But I’ll tell you what you have Steve Rank, you’ve got Vicki O’Leary, you got Jeff Norris in Canada. These are the cream of the crop. These people eat, breathe and sleep safety and they counsel your contractors. They counsel the owners. They’re there all the time. They’re going to lead us to zero.

And I’ll tell you what, when we get there, and we are getting there closer everyday, we will choose the operations that we want to do plain and simple because we will have that advantage over everybody else in the industry.

You know, we created that STSC program that Zach talked about in the video. Phenomenal.

And there are two components to the safety-trained supervisor for construction. Number one, it’s the moral component, that you just clapped about; raising the awareness of safety, but the other piece is a marketing piece, and I’m just going to be that base about it.

The fact of the matter is, it’s when you engage with the larger industry, the Southern Companies, the Fords, the General Motors, Pacific Gas and Electric, the chemical companies, the oil companies, you will see with their construction leadership, almost invariability, at the end of their name on their business card STSC. We got the program through Local 24, who had an interaction with URS on a big project. We bubbled it up to the national and international level.

URS says, which is now AECOM, that they have 5,000 people carrying that accreditation. We can do better, can’t we? We can do a hell of a lot better. By the time we all meet again in five more years, we will more than double that. Will we not?

(“Yeah” from the floor.)

There is no silver bullet. It takes a lot of awareness and we have got to continue that vigilance, and when we achieve zero, and we will—we are already there in many cases—that will be a cause for true celebration. Because there is never a good reason for one of your brothers and sisters to go home injured in any way, shape or form and I don’t care if it’s a cut on their hand.

Training. I already talked about my good friend and colleague in Lee Worley, no one better in the business. Let’s give it up for Lee, he’s outstanding, outstanding.

(Applause.)

Let’s drive a stake in the notion that the Iron Worker training is the best kept secret. Do you guys agree with me?

Let’s take that out of our vernacular and invariably, the contractor will say, “Guys, come on in here. I’m really busy today. I only have 15 minutes.” And two hours later, they say, “Thank you so much for coming.”

Building that relationship puts more Iron Workers to work. It’s just that simple. And as time comes, they will assist you and provide you with the means for those of you that want to really engage in business training that will aid your Local Union and the growth we so desperately strive for every day.

They’re road warriors, they can be out up to 200 nights a year, but I’ll tell you what, I rely on each one of them. They’re blessed with very small territories.

Mark Thomas goes from Indianapolis up through New England, covers New York, Philadelphia and everything in between.

Zach Gorman goes from the Rocky Mountains all the way through to the Great State of Michigan.

Jimmy McGuire handles from Mississippi to the Elysian Islands in the Pacific Ocean off the coast of Alaska. And of course Bert Royer covers from sea to shining sea.

I have got Kenny Waugh, a man who I’ve said many, many times that I couldn’t sleep at night if Kenny weren’t on our staff. He covers the Southwest United States, in addition to hitting stage shows, where he engages with you to come by and meet with the industry to put Iron Workers to work.

Dr. Menches also a proud Air Force Captain. Ph.D. out of University of Wisconsin. She got waitlisted at Michigan.

(Laughter.)

Sets the curriculum for training and works very closely with Lena’s staff to make sure that we are providing relevant training for Iron Workers that want to go into business.

Drink deeply of the IMPACT well. It’s there for you.

Quick word about the Regional Directors. Those Regional Directors reach out to the Business Managers for face-to-face meetings with their contractors.

And every time—and I’ve done it with people—I’m looking at some of you that I have done it with. Got in the car, went out and called on the contractor.

Invariably, the contractor will say, “Guys, come on in here. I’m really busy today. I only have 15 minutes.” And two hours later, they say, “Thank you so much for coming.”

We encourage you, particularly the Business Managers among you to engage in the local Chamber of Commerce. It does. It starts with you.

We’ll talk about each one of them. They’re blessed with very small territories.

We have the funds available through our regions for marketing and outreach grants. We encourage you, particularly the Business Managers among you to engage in the local Chamber of Commerce.

I know it sounds odd that we haven’t done it before, but where we have started to do it, we have made serious in-roads.

The Chamber of Commerce is where business takes place. It’s part of our business development and initiative. Drink deeply of this well. We have Cindy Quiroz, who is here with us this week. Dr. Cindy Menches. Cindy just finished her MBA. She’s got a degree in Construction Management and she’s also got a degree in Accounting.
Use those guys. They’re invaluable. They’re fonts of information and they’re a conduit for your success. They will do everything in their power to help you be highly successful.

So why do we do this? Well, the obvious answer is, we do it because we want to grow. But from a personal standpoint, we do it because it is right and just. It is truly right and just.

And I’ll tell you what I try and be very self-critical and things ruminate in all of our minds; are we doing the right thing? Are we doing the best thing by our family because all of your jobs are very demanding? I’ve heard more than once that there have been many family events that you guys have missed because business comes first. And that’s the welfare of others comes first is really the answer there.

But I will tell you a quick story. I got in a cab. I came back to Washington early one morning and I land at the National Airport. And I fired up my Uber app. And the Uber guy was really having a hard time finding me and it’s really not that big an airport. And, you know, you’re busy and you get a little frustrated.

The guy finally showed up, you know, and I got in his cab and he was about 10 years older than I was, which would make him about 39.

(Laughter.)

No, he was in his mid-60s. And I said, “Hey how long have you been Ubering?” He goes, “Oh, this is about my second week on the job.” He said, “I really sorry I couldn’t find it.” I said, “No big deal.” I said, “Let me ask you this. What did you do before that?”

He said, “I was a carpenter.” I said, “Oh, home builder!” He goes, “Yeah, I was a home builder.” I said, “What happened?”

He said, “Well, you know, I got a bum knee and I got a back that needs a lot of surgery and I can’t afford it.”

I said, “That’s a hell of a note.” I said, “Do you have a pension?” He goes, “I got a 401, but there’s really not that much money in there.”

What we do is right and just and it helps the great nations that we live in — Canada and the United States. If you ever flounder and I know you won’t, just think of all the people, the generations of people that this magnificent Organization has helped.

I’m going to end with a shameless plug because that’s just what I do.

(Laughter.)

I’m going to see everyone of you at the Iron Worker IMPACT Conference in San Diego, California. All the rooms in Dearborn were booked or we would be going there.

(Laughter.)

I’ll see you in San Diego for what has evolved into an industry event. And I’m going to ask you one tiny, tiny request. When you come, bring at least one of your contractors. Because I was just standing out there with one, and he said, “I didn’t know what to expect, but when I got there, I was blown away and I will never miss another one.”

When you bring them to that event, where we had over 1100 last year in Orlando, we are going to have well over 1200 in San Diego, I guarantee, I guarantee they will be blown away and that will put more Iron Workers to work.

I want to end my formal comments here with a quote, because every time I read this I think of you guys, really and truly.

So if you could bear with me for just one second. It comes from Theodore Roosevelt.

And TR said, “It’s not the critic who counts nor the man who points out the strong man’s stumble or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strikes valiantly, who knows the great enthusiasms, the great devotions, and spends himself in worthy cause, who at the best knows the triumph of high achievement, and who at the worst if he fails, and if he fails, at least fails while daring greatly. So that his place shall never be with those cold and timid souls that know neither victory or defeat.”

I know your faces are marred by sweat and blood and dirt and grit and determination. Let IMPACT help you be highly successful in the growth of this incredible Organization.

I thank you very much. My family thanks you. May God bless the Iron Workers, the great country of Canada and the United States of America.

(Sitting ovation.)

Thank you. That’s very kind. And if my folks were still alive, I would ask you to keep standing, but they’re not so...

It’s now my good and great honor to introduce to you a man who needs no introduction in these hallowed halls, but Bill Brown is a Chairman and Chief Executive Officer of Ben Hur Construction Company of St. Louis, Indianapolis, Cincinnati and Louisville. It was founded in 1909.

Ben Hur is the oldest surviving steel erection company in the United States. Ben Hur and its subsidiaries are providers of general construction design built project management systems, structural steel fabrication and erection services, equipment installation and industrial maintenance.

Bill Brown’s career began in 1967. He was elected president in 1987 and Chief Executive Officer in 1997. He is a member of Iron Workers Local 396 in St. Louis, Missouri. That deserves a round of applause, my man.

(Applause.)

Mr. Brown served in the United States Marine Corps and the United States Marine Corps Reserve.

(Applause.)

He is a 1976 graduate of the Evening College of the University of Missouri, St. Louis, with degrees in Business Administration and Labor Economics — and some day, Bill, I’ll get you an honorary degree from the University of Michigan.

(Laughter.)

Mr. Brown served as a member of the St. Louis Iron Workers Joint Apprenticeship Committee beginning in 1976 and served as co-chairman from 1988 to 1998.

He was appointed to the AGC of America’s Manpower and Training Committee and served as its chairman. And member of the AGC America’s board of directors.

Mr. Brown served in an appointment by President Bush and is vice chairman on the Federal Committee on Apprenticeship. He was later appointed by the Secretary of Labor, Robert Reich, as co-chair of OSHA’s Negotiated Rulemaking Committee.

Mr. Brown served as president of the National Erectors Association and its successor organization, TAUC, the Association of Union Constructors, the United States’ largest all-union contractor association.

Mr. Brown serves on the board of Barnes Jewish Hospital, St. Peter’s, Missouri and Progressive (sic) West Hospital.

He is a director of Enterprise Bank and Trust Company, St. Louis, Missouri. And a member of the board of fellowship of Christian athletes.

Mr. Brown is a management co-chairman of IMPACT, Washington, D.C. and a trustee of the Iron Workers National Training Fund.

He also serves on the board of the National Maintenance Agreements Policy Committee of Arlington, Virginia.

Mr. Brown is married with three adult children and a brand new grandchild — granddaughter — and he lives with his lovely wife, Nancy, in Lake St. Louis, Missouri.

And I will tell you this, Bill Brown devotes more time to IMPACT than you can imagine. And I wouldn’t expect you to know that, but he is all in for the Iron Workers and he always will be, and I count him as a valuable, valuable asset to IMPACT and a personal friend of mine.

Please give it up for Co-Chairman Bill Brown.

(Sitting ovation.)
IMPACT CO-CHAIRMAN BROWN: Good afternoon. Thank you very much for that gracious welcome. And, thank you, Kevin, for stealing everything out of my speech.

(Laughter.)

And I can’t skip around it because I have to use the prompter, so you’re going to get it again. You’re gonna get a double dose today.

General President Dean, General President Emeritus Hunt, General President Emeritus Wise, General Secretary Piksa, General Treasurer Evers, General Vice Presidents and Counsel, Delegates and Guests, Ladies and Gentlemen and Brothers and Sisters, thank you for this opportunity today to be with you for a conversation discussing IMPACT and our 50/50 Labor Management relationship.

But, first, however, I, too, would like to add my congratulations to all of these elected officials up here today and to thank them for their past and future service to IMPACT and our industry, the union ironworking industry.

(Applause.)

I also would like to thank Kevin Hilton and our North American Staff and Regional Directors for their nonstop, faithful and effective service working hard for you everyday in our industry.

And speaking of North America, one of IMPACT’s greatest success stories since the last Convention was the establishment of our Canadian IMPACT initiative. You should personally thank Canadian Director Darrell LaBoucan, Regional Director Bert Royer, Ross Fraser, Kevin Bryenton, Jack Mesley, Jacques Dubois and Brad MacLean for their hard work and leadership.

(Applause.)

And just as important is the work that Steve Rank and Canadian Safety Coordinator Jeff Norris are doing together and the excellent results that they are achieving.

I would also like to thank Ross Fraser of Supreme Steel for his time on our North American Trustee Executive Committee and to welcome Jack Mesley as our Trust Executive Committee Management Canadian Representative.

Just as in the U.S., Canadian Helmets to Hardhats is making a huge difference, and we thank General Matte and Darrell Roberts for all of their hard work putting our most deserving veterans to work.

(Applause.)

Prompt Pay in Ontario so our contractors have the cash flow they need for operations and benefits support has been huge. Canadian IMPACT has supported the offshore steel legal challenge to protect our fabricators.

And to quote my good friend Jack Mesley, “Prior to IMPACT all of this would not have happened.”

In a recent e-mail from Canadian Director and 3rd General Vice President LaBoucan relative to IMPACT, he said, “Never before in Canada has there been an opportunity for contractors and their Local Union leadership to sit down and unite in a common goal of increasing our competitive edge together.”

He also went on to say, “In a reasonably short time in Canada, together we have been able to achieve amazing results that has benefited both countries, contractors, Local Unions, and their membership.” Working throughout the U.S. and Canada, the past five years have seen tremendous growth and diversification in our training department.

Lee Worley and his staff have maintained and enhanced many existing programs. In addition, Lee has developed a more sophisticated delivery model for the National Training Fund’s Annual Iron Workers Instructor Training Program, which is held every July in Ann Arbor, Michigan. Like the IMPACT Annual Meeting, attendance at Ann Arbor increases every year with now more and more Canadian attendees.

In the past three years, over 150 new instructors have attended. Lee and his group have been working on “E” learning materials—conversion of our training materials into flip books.

New online testing applications that will save time for more hands-on classroom and field activities. National Training Fund has created a rigging and signal person certification and new superintendent and foreman courses.

Through NTF, we now have over 500 trainees certified in OSHA 10 and 30 courses. And we have trained over 75,000 ironworkers in various OSHA certifications. I could go on and on, but I hope you see all the good work of the fund.

Last year, General President Dean and I began talking about gender and ethnicity issues and how important it was for our industry to be reflective of our North American population.

To help address this complex issue, IMPACT has been able to engage Vicki O’Leary, as not only an expert on diversity, but to also utilize her strengths in safety working with Steve Rank and Jeff Norris. We are all very excited having Vicki with us, and already on many occasions, witnessed her success. It’s good for our industry, and by the way, it’s the right thing to do.

All of the wonderful things that Kevin Hilton has told you about IMPACT’s achievements would not have been possible without the hard work of our founding CEO Eric Waterman, who really set the table. Eric had the industry knowledge and the skills to put this thing together so successfully and to help Joe Hunt and Walt Wise and me like no other. Thank you, Eric, for your dedication and service to IMPACT and our industry.

(Applause.)

There has been a great deal of time and talent invested in IMPACT in both the United States and Canada. But there is also a financial element that needed to be made to make all this work. And I can report to you that before the end of this year, IMPACT will have reinvested over $200 million back into this industry. That’s a lot of money.

(Applause.)

As Management Co-Chairman of IMPACT, I’ve had to break in three General Presidents. It’s a tough task I can tell you. But I can tell you this, they are all different, yet they are all the same.

How can this be? Each one of these men have unique visions and skills all tied around their common attributes of wanting success and achievement for their members and contractors. And out of that common desire grew IMPACT.

So thank you, Joe, Walt and Eric for sharing those desires and helping so much to make IMPACT what it is today.

With faith in God and trust in each other, there is no way we will fail. And while we each have our own personal relationship with the Heavenly Father, I can say that the keystone that IMPACT is built on is trust.

And, Ladies and Gentlemen, what we have been able to achieve in our 13 short years escapes so many other groups and organizations due to the lack of trust.

Funny isn’t it? We are called the “IMPACT Trust.”

On a personal note, as Kevin alluded to earlier, next June will mark my 50th year in this industry.

(Applause.)

You should have seen me with hair and when I weighed 175.

Where the Lord takes Nancy and me, well, we’ll see. What I do know is that as I get closer to the 9th inning of my career than I am the first pitch, I do reflect on my 49 wonderful years in the world’s greatest industry. There has always been an ironworker in our family since 1903.

(Applause.)

Yeah. And when I think about all of the great structures in North America that Iron Workers and their contractors have built, it
makes me proud. And I know that IMPACT will be there from now on to help enhance our industry’s success.

This is my 4th convention, and in case there’s not a 5th, I would like to thank you all for your hard work, support and trust, not only relative to IMPACT, but going all the way back to June of 1967, when I put on that hard hat for the first time.

Over the years, Nancy and I have become friends with many of you and your spouses. And those friendships mean a lot to us, and we look forward to our continued relationships in the future.

I’ve got one last shout out. Joe Hunt. Thanks, Joe. Thanks for the ride. Is this cool or what?

(Applause.)

So thank you, General President Dean for inviting me here today. God bless you all. God bless Canada, and God bless the United States of America.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Kevin. Thank you, Bill. Working with you at IMPACT is an honor and a privilege and a pleasure. And I look forward to continue on our work and everything we’ve done.

Kevin’s on the payroll, so he doesn’t get one.

(Laughter.)

But we are going to make sure you get a speaker’s clock. And you could probably display an Iron Workers clock on your mantel. The guy is an Iron Worker through and through, then he’s a contractor second.

Everywhere I go with Bill, I used to tell people when I went to Kenny Waugh, I said, You know, they expect two guys from the tradespeople for tradespeople.

You have a tremendous team of leaders representing your trades in the Province of Ontario, and we very much appreciate the leadership, loyalty and commitment of all of the workers they represent and all workers actually.

Now, I am going to do a short shout out here, it’s sad in a way, one of our Building Trades Council representatives is James St. John from the Central Ontario Building Trades. James is an Iron Worker out of Local 721, and I guess he would normally be here, but there’s been a real tragedy in the Central Ontario Building Trades, in where his staff person, Peter Reid, who was an electrician, 37-years-old with a young family was in an auto accident here about a month ago and is paralyzed from the neck down. So James is spending full time with the family and trying to do the right thing around that.

You have a tremendous team of leaders representing your trades in the Province of Ontario and in Canada and we very much appreciate the leadership, loyalty and contributions that the Iron Workers and the rod workers continue to provide to the Building Trades family as a whole.

Ontario itself is Canada’s largest province by population with 13 million people. We have a provincial government which is equivalent to your state governments.

In geographic terms, we are larger than Texas, but in population, smaller than New York.

The IRONWORKER
Unlike the U.S., where you have two political, main political parties, we have three main political parties. The New Democrat party, which I called them the self-professed left-leaning social Democrats, but maybe other people describe them that way too.

Liberals, which are a centrist and I say pragmatic, because I happen to be a liberal. And the Progressive Conservatives, which at least in the latter 15 or 20 years has gotten to be a pretty extreme right-wing party.

Generally our province is progressive, welcoming, tolerant, inclusive — even during the 40s, 50s, 60s and 70s when the conservatives were the governing party, they were a truly progressive, conservative party similar to your old style Republican party of the U.S. and neither of those parties, in my view, exist. Today our conservative party is just that, a conservative party and the Republican party has been guided to the right also.

The NDP, the New Democratic Party held power — so all three of those governments or three of those political parties in the last 30 years have held power in Ontario. The NDP had the misfortune of getting elected in 1990. From 1990 to 1995 both in Canada and the States, was probably the worst Recession we’ve had since the 30s and so they were only there for the one term and I believe the Recession brought them down.

But as a result, it showed us that there are lessons to be learned in electoral swings from the left to the right.

Keeping in line with trends in American and British political developments, Ontario, too, elected a hard right-wing government in 1995, inspired by the trickle-down economics and the philosophies from the 1980s of Margaret Thatcher and Ronald Reagan.

Far right ideology essentially hijacked the progressive conservative party. Its initially moderate agenda became a corporate predatory right-wing agenda. We need to ask ourselves what happened.

In 1995, after five years of the sort of left-leaning NDP party, the Ontarians elected an extreme right-wing party governed by a guy by the name of Premier Mike Harris.

It was a relentless attack, not just on organized labor but on people living in poverty who were attacked, where their benefits were reduced.

Injured workers suffered, their benefits were reduced. It was made more difficult for injured workers to get their benefits. Of course, corporate taxes were slashed and the PC agenda, the conservative agenda marched on unimpeded at the expense of the middle class.

In so doing, the Conservative party stopped being progressive. As a matter of fact, at their national convention, they passed a resolution to take the word “progressive” out of their name. So that should give you a very clear message on where they’re going to be on the political spectrum.

So during the next eight years of extreme right-wing rule with the attacks on the middle class, we the Building Trades woke up that we can’t be apolitical anymore. In the past, we were not involved in politics at the provincial level, but we learned a lesson.

We, the Building Trades, started an organization in 2002 called Working Families, which was also opened up so that industrial and service sector unions could team up with us to commit to political action.

So that started in 2002. And by the end of 2002 and six months before the next provincial election, we were up and financed and running and advertising to impact the election of 2003.

Now, some people would ask, you know, how did you — how could you get the unions together to make this kind of thing work? And the real answer to that is, that our modus operandi was to identify and expose the right-wing agenda to the electorate in plain terms. Stop listening to what the spin doctors are saying, but put it in plain language in commercials and TV ads, newspaper ads and whatever in plain terms so the electorate can understand it.

We were not partisan in the sense of supporting any political party. We were there to expose the conservative agenda and what it would mean for working people and the general population if the conservatives were to prevail.

Now a question you might ask is how do you finance something like this when unions fight over nickels and dimes from time to time, but the answer was that we had people in there, the Iron Workers, as an example, where the workers would be making $40 an hour whatever and we had people that worked in parks that would be making $20 an hour.

How do you work out something that would work for everybody? And what we did was get every union that was participating to commit to contribute one hour’s pay for every worker that they represented. Now, they would have different levels of wage. We didn’t get that detailed just give us an hour’s pay for the people that you represent and everybody bought into that. We have never had one discussion about money since then.

As a result, in part of the efforts of working families, the general population was mature enough to defeat the incumbent Conservative government in 2003 and in subsequent elections, of 2007, 2011 and 2014. The Liberal party that got elected in 2003, I wouldn’t say immediately, but near or after their election, they started to bring back some of the progressive legislation that we had lost through the right-wing conservatives. One example of that was they brought back card-check certification for construction. And our organizers will tell you — not that it’s easy to organize at any time, but it’s a hell of a lot easier to organize if you had card-check certification in your pocket than it is to organize without it.

Presently, though, challenges lie ahead. The new Conservative leader, name is Patrick Brown — and this is impacted on him watching what has happened to his party over the last, since 2003, that they can’t get re-elected — and they blame a lot of that on working families and we hope that they’re right. He has called, when he was — announced his candidacy to run for the leadership of the party, wanted to have breakfast with me to have discussions about how we might be able to work together. And of course I’m not always the best listener, but at that point in time I was quite interested in hearing what he had to say. Which wasn’t a whole lot, other than the fact that we want to work together. And I know that’s code for how do we get rid of working families.

So I’ve had a couple of meetings with them. I’ve gone to some of their political fundraisers. And they’re actually asked me now if I would come sit with their policy people as they’re writing labor policy and training policy. Which we’ll see, I’ll probably wish I was never in that frickin’ room, but I’ll go take a look anyway.

But we learned a couple of fundamental things during this election process and in this battle with working families. And first is, that elections aren’t won and lost on labor issues. Rather, they are won and lost on what affects the general public like healthcare, education, the economy, jobs, stuff like that, that the general public see themselves in. That’s what drives them to vote.

However, just because the general public don’t take interest in issues that mean, you know, that are important to organized labor doesn’t mean that we don’t need to be diligent. We need to be diligent. For example, during the eight years of that right-wing — extreme right-wing government, two different times they attacked construction labor trying to bring in double breasting, and another similar mechanism called three and out, which would have similar effects as double breasting.

Both times the building trades stood united. We convinced the major players in our
economy that if the government went forward with either threat, we would stand firm and attempt to shut down the province, which was something that we did not want to do but we were put into that position.

Now, we went out—and the Central Ontario Building Trades is a pretty strong Building Trades Council in Toronto. We got the business reps from the different unions to go out on the different job sites around Toronto to get workers to come meet us at main intersections. So we would have three or four hundred workers meet us at noon at an intersection, and we would explain to them what the government was threatening to do and what we needed to do to respond. And one of them might be that we have to shut the province down and if we did, we have to go to jail. As leaders, we’ll do that, but we have to stop this double breasting stuff.

And long story short there, we had rallies in Ottawa, Hamilton, Kitchener and some of these rallies would have 2500 people at them, all trades. And everybody got focused, and at the end of the day, the government started to realize that—and I think they were pushed by some big people, business people in the economy—they were pushed to say to us, let’s sit down and see if we can’t negotiate a deal, which we did. We got double breasting and three and out off the table. We ended up with all things they thought was a bad thing for us, but they wrote legislation in project labor agreements that would be written into the act. I had the Minister of Labour convinced that we might not like that, but your owner clients and your contractors will and so what if some of the unions scream, we’ll live with it. So that was written in and so good for us and good for them.

We also wrote some stuff in there that they were looking for around hiring hall and mobility. I was pretty confident that we weren’t doing the wrong thing because I took language right out of the Iron Worker’s collective agreement that was put in there around mobility and hiring hall. So we dodged a major bullet by being proactive and—with our members, and then working with the government to deliver.

So to me, solidarity counts. Unions who disaffiliate from the Building Trades in my view hurt all construction workers, including the workers they represent. The labor movement at large has never been a love in and that certainly applies to the construction family known as the Building Trades.

Yes, we have differences, but most of those differences, in my personal view are differences that we fabricate. I’m a strong believer that instead of attacking ourselves within the family we would all be stronger if we work to represent the unrepresented workers in our industry.

The progressive agenda, good-paying jobs, safety training, fair taxation can only succeed when we are united. If we don’t adopt a tough posture on the main issues and have solidarity to stay united, no one else will stand up; countless people will attack us. And I think that that has got to be a strong message for us to live with.

Just a couple of words on infrastructure spending. We have an organization in Ontario called Infrastructure Ontario; I sit on the board of directors. It lets all the contracts for the hospitals, schools, roads, the whole infrastructure promise. We’re working with the government, I would say most of that work, 90 percent, 95 percent of all that work goes union. I think the Iron Workers do better than some of the other trades, including my own. But they’re up there near the top, I would say close to 100 percent of infrastructure expenditures go union for the Iron Workers.

The government in Ontario got elected, actually, on committing to spend money on infrastructure. They didn’t get bought into the right-wing agenda of cuts here, cuts there, cuts to this and that. Let’s—if you have to borrow money, you can’t borrow money ever any cheaper than you can right now. Borrow the money and spend it on infrastructure, which they have done that.

We are lobbying them the same as our friend from the California Building Trades was talking about. We are lobbying them to put in procurement documents about contractors that do the work have to employ registered apprentices, have safety records, be the face of the community that the project is being built in. So I think we’re having some success with that.

Right now we’re lobbying the provincial government to upgrade our fair wage policy, which is very similar to your prevailing wage. And one of the myths about the fair wage that people have is that somehow politicians see that if we’re lobbying for fair wage we must get some kind of a wage increase for doing that. And the fact of the matter is that prevailing wage, or fair wage, does not give the building trades any raise in pay at all, it levels the playing field for contractors to bid. And if open-shop contractors get the work the only people that get a raise is the open-shop workers that don’t have a voice at any bargaining table. So to me that kind of takes—puts a bit of a myth into what politicians have believed.

One thing I would like to just comment on before I finish up, is prevention. It’s been mentioned a few times here and the representative of Ford talked about it. And he goes right to the heart of what I think the next move has to be in improving prevention in our industry. And that is what he said that Ford has a policy of encouraging workers to speak up if they see a safety concern.

And you know, and I know, that out in our construction industry, which is very competitive, not only between contractors, but somewhat competitive between us workers, is the fact that—and it has been for a long time and it needs to change—workers need to believe that they are being encouraged to raise the health and safety issue, legitimate health and safety issues. Right now workers believe if they raise the health and safety issue, they’re the person getting laid off on the first lay off. And that’s the culture change that needs to take place in our industry.

Just to—and I say that with a little bit of evidence here—I wear the green bracelet from the Iron Workers, that says, See something, Say something. That is exactly the message that needs to be out there. And the fact that unions are saying this, and we sometimes think that we got more of a voice—and I think you are right—than the open shop. Can you imagine what is happening in the open shop if we need to remind ourselves to, see something, say something? You know what’s happening in the open shop.

I’m going to close off; I just want to go back to the political thing just for one minute and kind of put that together. By saying that in Canada and the U.S. and thanks to our vets from both countries, we live in pretty democratic—we live in democratic societies within our two countries.

And when elections are held and a right-wing government gets elected, that does not mean that democracy failed. The democracy, the electorate in my view does not make mistakes. The electorate makes choices based on what’s presented to them when the election is on.

I believe our job in the trade union movement is to position ourselves somewhat like what we’ve done with working families. And what we’ve really done there is, we take the right-wing policies that are going to attack the middle class and we decipher them and put them in commercials and newspaper ads and radio ads so the electorate understand the impact of what the spin doctors are saying. And I think that if we do that, collectively as a trade union movement, that we’ll stop a lot of the—I think, well, I guess bottom line would be—I think that the electorate will make the right decision in a democratic society every time if they get the right information to do it.
Thank you very much for the opportunity to be with you.

And to me, President Dean, General President Dean, it has been a distinct honor for me in my career to be with you guys and gals.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Patrick. As a gesture of our gratitude, we'll present you with this special Iron Workers clock. You can put an IBEW sticker right over the front if you want and I hope you will be our guest tonight at dinner.

ONTARIO PROVINCIAL BCTC SECRETARY-TREASURER DILLON: Thank you.

GENERAL PRESIDENT DEAN: One of the things when I talk to Patrick, I'm always amazed at is how engaged he keeps the provinces political action. How unified they are in spirit and not just representing our workers, but advocating to the elected officials what workers want out of their elected officials. And it's refreshing to see such a galvanized team. You see it from the Ontario District Council, you see it from the Ontario Building Trades, good job.

Yesterday you heard from Sean McGarvey and now we are going to hear from the Canadian Building Trades Department. For the past 16 years, Robert Blakely has served as Canadian Operating Officer for Canada's building trades unions representing nearly 450,000 skilled trades people across the nation.

A journeyman plumber and a pipefitter, he worked at the trade while attending college, earning his law degree from the University of Alberta. He then joined the Edmonton-based law firm Blakely and Dushenski, where he gained widespread recognition for his expertise in labor relations on workers and the union side.

In addition, Robert proudly served in the Canadian Naval Reserve for more than four decades, rising through the ranks to command various HMC ships. In 2004, he was promoted to Commodore and appointed Commander of Canada's Naval Reserve, a position he held until his retirement from the armed forces in 2010.

At Canada's Building Trade Unions, Robert addresses the unique challenges facing the construction industry stakeholders and he fights for Iron Workers and our building trades counterparts throughout the country. We are honored to have him join us today.

Brothers and Sisters, please give a warm Iron Worker welcome to Brother Robert Blakely.

(Applause.)

CBTU OPERATING OFFICER BLAKELY: (Addresses delegation in French.)

Thank you. You can tell I'm short, right? And you can tell I'm not a natural speaker of the French language.

(Applause.)

I will now stop torturing the language of love.

(Laughter.)

You know what — (Applause.)

The language duality in our country is actually a really good thing. And I'm sorry I tried to start to learn French when I was 50. I should have done it when I was five and a lot of people in our country are now doing that.

I am really proud to be here with the Iron Workers, you guys punch way above your weight and the slide says, It's hard for a pipelayer to say that, you guys punch way above your weight. I can honestly say for all the Iron Worker Locals in Canada, you have done something good for the rest of the team, more than you can really understand.

Jacques Dubois patrols Atlantic Canada and Quebec. Kevin Bryenton is probably the future of the labor movement. And my buddy on the Canadian Executive Board, Darrell LaBoucan, Darrell and I were on the Alberta Building Trades together. He was my Secretary-Treasurer, we had no money, we used to get together once a month to figure out who we weren't going to pay. You know what, he is respected by the contractors, by government and by the people on the board. You can count on the Iron Workers.

(Applause.)

I have every conceivable relative in the world who is a pipelayer, with the exception of my mom, my maiden aunt and the cat. One of my boys became an Iron Worker.

(Applause.)

Now the slide says, Son gone bad. On a very nice day on the 2nd of July, 2015, instead of riding in the nice safe bus we negotiated, he took his motorcycle to go to work. And the slide did say originally — but his mom made me change it — Young idiot on motorcycle loses to young idiot in pickup truck. Dougie got smeared all over the highway.

What his brothers in the Iron Workers did was unbelievable. You know, these guys showed up at the hospital almost the minute he was there. Some of them looked like they were looking for the, you know, the Duck Dynasty Edition, some of them had more piercings than Cher, some of them had more tattos than Jason Bieber (sic).

They showed up, they charmed the ladies in the trauma room, the old battle axe that was running the ICU. They did a whole bunch of things for him. They held raffles. They helped his kids get going somewhere. It did my heart good to know we still have brothers in this business.

So his mom and I —

(Applause.)

His mom and I want to thank you and especially, Local 720, my home boys.

(Applause.)

See I can hear Pete London in the crowd, right. Only in Canada, you say, here is a bit of situational awareness about Canada. Canadians and Americans we're divided by a common language. Truth is Canadians are Americans with healthcare and gun control.

(Laughter and applause.)

Our country is enormous. It is the second largest land mass in the world and our constitutional system gives us 11 labour codes to have to deal with, 13 apprenticeship jurisdictions. We have an enormous volume of construction work. Most of it commodity based and integrated into the U.S. economy.

Maintenance is a huge growth industry for us. Iron Workers worked 22 million hours in Canada last year, I think, in maintenance most of it in Alberta and in parts of Ontario. We worked 33 million hours and growing. And my constituency, Darrell's constituency, is 5400 miles wide, 3,000 miles deep and then there's the Arctic Islands.

The traditional alignment of the Building Trades has been to support the New Democratic Party. The New Democratic Party probably looks and smells like Bernie Sanders, old and kind of weird.

(Laughter.)

I'm a New Democrat, have been one since I was a baby. But you know what, our traditional alignments don't work any more. We were taken for granted and a bunch of the jobs that we needed were not being supported by our party.

So we set out to say we're going to be political, but we're not going to be partisan. And we are going to support those people who supported us. We came up with a five-point program for the election and the liberals who got elected, you can see the cheeky slide there, we've got three and a half out of five out of our asks already.

They've given us $85 million for training. The knobs from the MERIT shop are A, B, C, don't like that and are trying to see what they can do. But politically we figured out what we are going to do.

Now I apologize for this slide. In fact, I have to apologize for a bunch of things. I was late, I killed two airplanes getting here, my
luggage went somewhere, I don’t know. So I showed up—it’s a good thing I wasn’t in flip flops and cutoffs because that’s what I would have been standing in.

Two days after the new government was sworn in, the Prime Minister of Canada met with the CLC for about 15 minutes and then later in the day, over in what used to be the cabinet room, he met with the Building Trades for an hour and a half. The guy’s interested in what we want to do.

I had this great candid picture of Darrell talking to the Prime Minister, do you think I could get it to open? Not on your Nelly. So you can see where the arrows are, just imagine nobody else is in the picture and you’ll have the idea what we were doing. Relationships with people, like governments, matter and they matter a lot.

We’re working on mobility east and west in our country and I think we are getting somewhere. And I would like you to think about this, ironworkers, whether they are ironworkers from Canada or ironworkers from the United States, use the same tools, basically speak the same language, have the same training. Why can’t we move someone from one place to another? Why can’t we move —

( Applause.)

When we build the Gordie Howe Bridge in Detroit, we’re not going to stop in the middle and say, Hey, wait a minute, you can’t put that bolt in, it’s on my side. We are looking to get influence for the next four years with government. And, hopefully, we’re going to go somewhere with that.

We need an oil pipeline to succeed in Canada. In terms of Canadian interest, there is absolutely no doubt of which one it is. It’s the Energy East pipeline which will take oil from Alberta, Saskatchewan and some from Manitoba to the east coast, to the Atlantic Coast.

If we build the pipeline, Irving is going to build another refinery there. It’s currently the biggest refinery in Canada, it will double in size. Alberta will be open for business. We will displace foreign crude on the east coast of North America and we will have energy self sufficiency both for Canada and for the east coast. We don’t need to buy oil from people who hate us.

( Applause.)

We’re hopeful that the Kinder Morgan pipeline is going to get built on the west coast. It will triple the size of that line. The fact of it is everybody that’s anybody in government, municipal or provincial in British Columbia hates the idea and will lay down in front of the bulldozers. Perhaps we should take an opportunity to do some urban renewal there.

( Laughter.)

The Northern Gateway pipeline is doomed. Keystone XL gone. The Line 3 replacement looks like it might go somewhere.

Now, why am I talking about pipelines to the Iron Workers? Here’s a really important fact: they’re not going to build anything else in the oil sands unless they can move the product to a market. It means thousands of high-paying, high-skilled jobs in the oil sands aren’t going to happen.

And it means in New Brunswick thousands and millions of work hours, high-skilled trades jobs won’t get done without a pipeline. A pipeline moves product from the place that it’s produced to the place that it’s processed. But it also moves jobs. We need these jobs and we need them badly.

Energy is a huge part of our business. If you look at the guy on the slide there, there is your protestor, right? Once you take everything that’s made from petroleum products away, he is standing there with a fig leaf. All of the idiots that get in their kayaks and paddle around the tankers, you know what would happen if you took the petroleum out of what they are doing? They’d be swimming naked.

We need petroleum. We need to figure out what the mix is in Canada because it’s not a regional issue anymore. We have hydro in Atlantic Canada and Quebec. Hydro in British Columbia. We have fossil fuels in the prairies, we have nuclear in Ontario, we have to build a mix and we have to find a way to be able to move that back and forth with the eco challenge.

So it’s about the mix. We need to have a debate. Canada is the only country, the only G8 country that does not have an energy plan. We have been trying to sell this to the government and I think we’re getting some traction now. Anyone who thinks all we have to do is put a solar panel in the backyard and have a windmill down the block who lives in Canada is too stupid to live.

( Laughter.)

We get 40 below three months of the year. And you know what, in the winter when there is 18 hours of darkness and no wind, the windmill and the solar panel aren’t doing you a lot of good. We need to figure out what an energy plan can look like. And we, as a Building Trades, need to look at the issue of coal. Is coal dead? And we need to look at what a transition plan is going to be to a new economy.

This guy, the slide did say at one time “An Asshole”, but I took that off because that was too rude and I’d never say that. That’s Robert Redford. Robert Redford is the front for a group called Natural Resources Defense Council.

This is a U.S. group that—yesterday, Robert Redford came out and said, Look, there is going to be great harm and the protection of the fisheries really matter, get those tankers off the east coast of Canada. Don’t let anyone export oil. It will be more dangerous than the Keystone Pipeline. Get the Coast Guard and the Environmental Protection Agency to ban the tankers. He forgot one little thing; it’s not in America, it’s actually in Canada.

( Laughter.)

And the other thing he forgot is, you know what, we are importing 800,000 barrels a day in tankers now.

He wasn’t complaining before. Things like the Natural Resources Defense Council—type it in, when you’ve got nothing better to do, Google something like that and have a look at what these guys are doing—they are making money out of this environmental business.

Now, these guys have a few Canadian dupes doing what they want. You’ve got to really look at what they’re doing. They’re not selling facts, they are selling fiction that sounds good.

We need to know what the facts are. We have a privileged platform and we need to tell them what the real facts are.

Pat Dillon talked about infrastructure spending. The government of Canada is spending $125 billion, plus the money that’s left over from the Tories. They are going to put training, a requirement to train on work that is being done by the government of Canada. You have to have apprentices on the work. That’s really good because we have them and the Merit shop doesn’t.

Pat talked about fair wage. We want the government to do tender evaluation versus just low bid. Low bid isn’t low cost. Pat and I and some other people have been meeting with the Minister, I think we’re going somewhere.

When you factor in what the Provinces are going to do there is $250 billion to be spent on infrastructure. And this is work that in some places in Canada we haven’t done for 40 years.

So how are we doing? Well, Mr. Natural knows everything, right? We’re hoping for things. Organizing—here is a hot tip—not everybody is doing it. I am being the master of understatement here when I say you could count the number of certifications that some trades have done from coast to coast in Canada in the last couple of years. That doesn’t apply to the Iron Workers.

The Iron Workers are growing, they’re organizing and they’re investing in training.
You have 14 training centers, that is 10 percent of the training centers we’ve got in the country bigger than your size. The Iron Workers in Canada have been growing just between three and a quarter and four percent a year in each of the last four years.

We need to grow like that if we’re going to get the market we want and what we want to be able to collectively bargain.

In Canada, we are going to lose 25 percent of all the skilled trades workforce in the next five years. That’s the Baby Boom generation. Every one of you that was born before 1964, no one ever thought you were ever going to retire. Well, we’re going to fool them, we are all going to go and we are all going to go the same day. So you know what, even if there isn’t as much work in your Local, whether you are a Canadian or an American, the Baby Boom phenomenon is there for all of us. We can’t afford not to take in and train apprentices.

You’ve got 15,698 apprentices in the International Union, that’s really good. In Canada we need somewhere in the range of one to four or one to five in order to make this all work. We need apprentices.

You’ve got IMPACT. I wish everybody had it. You know, you saw in one of my other slides, relationships matter.

(Applause.)

Relationships matter a lot. And with contractors and owners who want to build something you have relationships with some that nobody else does. You’re prepared to take a gamble on a relationship and doing something. We need to do that.

You know, we have been standing on our head with Trans Canada Pipeline for their marketplace. So protecting jobs is smart business.

The iron workers in Canada are doing something that isn’t right, step up. After all, you guys are the Iron Workers.

We are working on market share. We are working on trying to get more of it, some of it through PLAs, some of it through the infrastructure opportunities. We hired a woman called Tina Rosenstein, she is a statistician and a psychologist. She is talking to a hundred contractors and a hundred owners about what they like about us and what they don’t. And we’re going to try to fix some of the things they don’t like.

We are going to play and make sure that if we’re doing a job in a community local people get to work there. We always used to be the circus came into town, left some money in the bar, maybe left a little present for somebody and moved on. That’s not going to cut it anymore.

We need to get the contractor and help the contractor to get the work. We need to take people in to be the real source of the best labor.

We need to find better ways to work. You know, Darrell and I went out to the Hebron Platform, where they are doing a continuous — this is in Newfoundland, they are doing a continuous pour, it’s about 300 meters of concrete with a wall as thick as this podium with rebar that you could not pour. We worked with all the other trades, it really works well. We need to get some credit for what we do and we need to have the myth of jurisdiction go away.

We need to work on productivity. And we hired a guy called George Jerges, he is a professor at the University of Calgary. He talks about the 20 top reasons for bad jobs. You know where labor figures into that? Where are we out of that top 20? Truth is we don’t even make the list.

We need to have the job organized. If we added an hour a day by being organized, we are adding twelve and a half percent to our productivity.

And we need to have supervisors who supervise. The slide says, He’s me buddy. I asked a guy once in Atlantic Canada who was a supervisor, why he wasn’t monitoring the breaks and why he didn’t tell the guys it was time to go back to work? He told me, He’s me buddy, we ride together in the car. Well, you know what, every fourth week he gets a free day, he’s not doing something he needs to do.
pat the paycheck for being the foreman. If we’re the foreman we better do what we’re going to do.

Pat talked about safety in the workplace. We’ve quantified some safety stats and we are now working with the University of Waterloo to try to turn it into dollars and cents, about how you can save money by safety.

I’m getting close to the end, you’ll be happy to know. Look, if the worst happens and somehow the buffoon who is running for the Republican party could become the President of the United States, I’ll vouch for you at the border and we’ll take you in, okay?

(Laughter and applause)

If you can’t read the cartoon on the slide, it’s supposed to be the first summit between the Canadian Prime Minister and Donald Trump and he says, How much you want for Cape Breton, Frenchie? You know, that sort of sums up the man.

And if there has to be a wall between Canada and United States we can make it so you guys can get in and he can’t. And we can get a project labor agreement to do the work.

We are building a monument, a dedication to the men and women who built Canada. We collected about $1.3 million. We are going to do it as part of the 150th Anniversary of Confederation. It’s a couple of plumb bobs and a bunch of tools on the bench of people who are set to go to work. It is about celebrating what we do, rather than having it as a cenotaph or a memorial.

We have got the artist who is doing the work. We’ve hired a contractor. He is going to put up a fence and we are going to have this built by the end of April next year. So there will be something somewhere to the people who built the joint.

Let me close off, I want you to think about this a little bit. We never ask ourselves who we are. We are the men and women who have built Canada and the United States. We have built it and we have maintained it for over 100 years. We are a part of every community in North America. We live in those towns and that means we actually care about the environment, we care about what we do and we care about those communities.

When the Fort McMurray fires happened, people stepped up from across North America and the Iron Workers were the first guys to step up. We’re the oldest, strongest, proudest and I’d say fairest unions in the world. We have a lot to be proud of.

(Addressing delegation in French.)

Thank you very much.

(Standing ovation.)

GENERAL PRESIDENT DEAN: You know, Bob arrived today, so he missed Tim Kaine speak on Monday. I can tell you that three months ago, President Emeritus Wise and myself were in Tim Kaine’s office asking for three simple things, could he help us go to Cuba, in the advance of the normalized relations? Could we get our apprenticeship training director on the Federal Committee of Apprenticeship and Training and could we get Canadians down to the U.S. for some of our labor skill shortages?

The State Department, the Labor Department have called us about Cuba and about what we want for Canadian workers to come south. So that’s not a one-way street. We went north when we were slow and we’re looking to help out those displaced workers. And Lee Worley is on the Federal Committee of Apprenticeship. So Canadian Brothers and Sisters you have a lot invested in Tim Kaine becoming the Vice President, because I think he’s going to see those things through.

What I wanted to tell you is we are going to give you a clock, it’s a token of our appreciation to all our speakers. It will have an inscribed Iron Worker thing. If you want to put a UA sticker over the front of it or your family picture or give it to your son. He’s got a UA one. So now he’s going to have an Iron Worker one. Here is the deal, we are going to have a dinner tonight and we would like you to be our guest.

CBTU OPERATING OFFICER BLAKELY: Thank you very much.

(Applause.)

GENERAL PRESIDENT DEAN: Now we are going to hear from our Grievance Committee with a full report. The Committee is chaired by Fifth General Vice President Steve Sweeney and Bud Cefalu is the secretary. Would Steve and Buddy please come to the podium?

COMMITTEE CHAIRMAN SWEENEY: This is a report of the Grievance Committee. Thank you, General President Dean, General Secretary Piksa, General Treasurer Evers, Delegates to the 43rd Convention.

The Grievance Committee met a total of two days on Thursday, August 18th and Friday, August 19th of last week. Secretary Buddy Cefalu took the minutes in each meeting and I would like to thank Buddy for his invaluable assistance and hard work.

I would also like to thank the 23 additional members of the Committee who represented various Locals throughout the United States and Canada. They were a great group and very professional.

I will now proceed with the report. The Grievance Committee reviewed the General President’s Report, specifically General President’s Recommendation No. 2, Convention Resolutions, which would amend Article V, Conventions, Section 3a, found on page 16 of the International Constitution.

The Committee reviewed the original language as well as the proposed changes and it recommends amending Article V, Conventions, Section 3a to now read the following:

Section 3a. All resolutions, proposals, grievances, appeals or proposed amendments to the Constitution, which shall be presented by a Local Union for the consideration of the regular Convention, must be introduced in writing and endorsed by the Local Union submitting same. The resolution must be read once and approved by the membership of the Local Union at a regular or special meeting. Such resolution with the Local Union seal and over the signatures of the President and the Recording Secretary shall be mailed to the General Secretary by a mail or delivery service requiring signature upon receipt or by electronic means, so that the resolution or resolutions shall be received after January 1st but not later than June 1st, preceding the Convention. All such properly submitted matters shall be immediately referred to the General President, who shall assign the same to the proper committees.

Mr. Chairman, I move for the adoption of the amended language, Article V, Section 3a as quoted, which is recommended unanimously by the Grievance Committee.

COMMITTEE SECRETARY CEFALU: I second the motion, Mr. Chairman.

GENERAL PRESIDENT DEAN: It has been properly made and seconded. Anything on the question?

(No response.)

Seeing none, hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN SWEENEY: The Grievance Committee was assigned General Secretary’s Report, General Secretary’s Recommendation No. 8, which proposed amending Article XXI, Local Unions, Section 2, found on page 66 of the International Constitution by deleting it in its entirety and moving it to Article XXVI, Constitution Governing All Local Unions, Section 8, Duties of the Examining Committee found on page 104 of the International Constitution.
The Committee reviewed the proposed language and recommended inserting the substitute language in Article XXVI as a new section 8f, to now read as follows:

Section 8f. Each Local Union, except Shop and Navy Yard Rigger Local Unions, shall have an Examining Committee to examine the qualifications of candidates seeking admission as members of a Local Union of this body. A copy of every candidate’s application for membership shall be sent to International Headquarters for approval. Each application must bear the signature of the Business Manager or other Local Union Officer and the amounts of the initiation fees. No membership numbers shall be granted for new members unless this rule is complied with. If a candidate is rejected, the application of such rejected candidate with the reason or reasons for the rejection must be sent to International Headquarters.

It was noted that Article XXI, Local Union, Section 3 through Section 53, will be renumbered accordingly due to the deletion of Section 2.

The Committee unanimously approved amending Article XXI, new section by inserting substitute language as quoted above.

Mr. Chairman, I move for the adoption of the recommendation.

COMMITTEE SECRETARY CEFALU: Second the motion, Mr. Chairman.

GENERAL PRESIDENT DEAN: The motion has been properly moved and seconded. Anything on the question?

(No response.)

Seeing none, hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY CEFALU: The Committee reviewed the proposed language in Article XXVI, Section 15 and Appendix A the same and no reduction of fines for the second and third offense.

Therefore, the Committee recommended non-concurrence with the recommendation of the General Secretary.

Mr. Chairman, I move for the adoption of the Committee’s recommendation, which is non-concurrence and subsequently the language as contained in Article XXVI, Section 15 and Appendix A will remain the same with no changes made.

COMMITTEE CHAIRMAN SWEENEY: I second the motion.

GENERAL PRESIDENT DEAN: You heard the Committee’s recommendation, it’s been moved and seconded. Anything on the question?

(No response.)

Hearing none, seeing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN SWEENEY: The Grievance Committee reviewed Resolution 127 of the International Constitution.

The Committee reviewed the original language as well as the proposed changes and it recommends amending Article XXIV, Report of Local Union Financial Secretaries, Section 1, found on page 95 of the International Constitution.

The Committee reviewed the original language as well as the proposed changes and it recommends amending Article XXIV, Report of Local Union Financial Secretary, Section 1, by deleting the last sentence in its entirety.

So it now reads as follows:

Section 1. Financial Secretaries shall render a report to the General Secretary concerning all of the financial activities of the Local Union. This report shall be rendered by each Local Union Financial Secretary in accordance with the instructions prescribed by the General Executive Board. The report must contain, among other things, all necessary information requested concerning members initiated, reinstated, transferred in, transferred out, suspended, deceased or revoked.

Mr. Chairman, I move for the adoption of the amended language of Article XXIV, Section 1 as quoted. It was recommended unanimously through the Grievance Committee.

COMMITTEE CHAIRMAN SWEENEY: Mr. Chairman, I second the motion.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded and anything on the question?

(No response.)

Seeing none, hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Anything opposed?

(No response.)

The ayes carry. So ordered.

(Gavel bang.)

COMMITTEE CHAIRMAN SWEENEY: The Grievance Committee reviewed Resolution...
No. 2, Presidential Candidates, submitted by Local Union No. 433, Los Angeles, California.

The Committee held a debate regarding this resolution and voted to non-concur with Resolution No. 2.

Mr. Chairman, I move for the recommendation of the Committee which is to non-concur with Resolution No. 2.

COMMITTEE SECRETARY CEFALU: I second the motion, Mr. Chairman.

GENERAL PRESIDENT DEAN: The motion has been made and seconded. Anything on the question?

(No response.)

Seeing none and hearing none, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(Chorus of noes.)

Ayes carried, so noted.

(Gavel bang.)

The Grievance Committee is done with a partial report and we’ll hold them over in case there are any grievances through the end of the Convention. Thank you.

(Applause.)

I would like to call General Secretary Ron Piksa to the podium.

GENERAL SECRETARY PIKSA: Thank you, General President Dean. Now we are going to conduct the drawing for the Canadian and the U.S. flag. We have the winner of the U.S. flag is John Cumberland, Local 580.

(Applause.)

The winner of the Canadian flag is Chris Tesarski.

(Applause.)

Congratulations to both of you.

Now we are going to draw the raffle winners we have a shotgun rifle, statue or fishing gear. I think we still have coolers left also.

(Ticket drawn.)

Do I have a Lou Kopfensteiner. Is he here? Oh, there he is in the back. Congratulations.

I have the following announcements to make. Tomorrow’s opening session is the final day of our Convention. We will begin at 8:00 a.m. sharp. Please remember to take the time to go to the Mirage Event Center. I think you are late on that. I understand that it’s being taken down at this time. After all there will be another five years before another opportunity. So if you haven’t had that opportunity, there might be some historical memorabilia that’s still there.

The IPAL booth is located in the Mirage Event Center, again, best deal in Vegas you always get a return on your money there. Seriously, though, stop by and browse.

Tonight’s cocktail reception will be held in the Grand Ballroom, 6:00 p.m. Dinner will be served in the Grand Ballroom at 7:00. There will be music and dancing at 8:30 until 11:30.

Cocktail reception is for adults only, but Camp Iron Workers will be open tonight in Bermuda A and B from 5:30 until 11:30 p.m. and there will be food and beverages provided in Camp Iron Workers.

On behalf of the Golf Committee and the Clay Shoot Committee chaired by Local 416 and Local 433, respectively, we are very proud to announce that they have raised—they’ve been able to raise over $46,000 on behalf of the John Lyons Scholarship Fund.

(Applause.)

Thank you, guys. Great job. Thank you very much. You did a fantastic job out there.

This concludes my announcements for the day, but before President Dean returns to the podium we would like to bring up our Sister Vicki O’Leary. She is going to make some special announcements. Vicki.

(Applause.)

DELEGATE O’LEARY: Thank you, Ron. I would like to ask all women delegates and ironworkers here today to come to the podium at the end of the session for a photograph to commemorate our presence at this Convention. Thank you.

(Applause.)

GENERAL SECRETARY PIKSA: One other announcement before we recess. All of the fathers, sons, family members also remain here and come up to the podium. We are going to have pictures taken. President Dean.

GENERAL PRESIDENT DEAN: Thank you, Ron and Vicki. I hereby declare this Convention to be in recess until 8:00 a.m. tomorrow morning.

(Whereupon, the Convention recessed to reconvene at 8:00 a.m. on August 25, 2016.)

FOURTH DAY
Thursday, August 25, 2016
MORNING SESSION

In her nine years of leadership with Arise Chicago, Reverend Hawking has worked with religious leaders to bring a fuller measure of God’s justice to the workplace. This is a continuation of her lifelong mission. Prior to joining Arise Chicago, she organized faith-labor coalitions in five U.S. cities.

Reverend Hawking also serves as the Harry F. Ward Pastor for Social Justice at Euclid Avenue United Methodist Church in Oak Park, Illinois and as a board member of the Community Renewal Society.

She is a visiting lecturer on labor and social movements at the University of Illinois and she is the co-author of Staley: The Fight for the New American Labor Movement, which won three Book of the Year awards.

I couldn’t be more honored that she flew out here to deliver this morning’s invocation.

So please rise and join me in welcoming my friend, my sister, the Reverend C. J. Hawking.

(Applause.)

REVEREND HAWKING: Thank you, Friends. And a special thank you to Eric and Bob, who are our Chicago heros.

Let us pray. God of grace and God of glory on your people pour thy power. We give thanks, oh God, for each person here today and the families and workplaces they represent and nurture.

We give special thanks to our retirees and all the generations before them who sacrificed and toiled to create the Iron Workers Union.

We give thanks to the generations before us who taught us that we must stand united...
and bold against the forces that seek to profit by exploiting us and against the forces that hold our safety, our well-being in little regard.

We give thanks for the generations before us who were brave enough to teach us that workers’ rights are human rights and that none of us got here alone and none of us will ever be alone.

And we give thanks that through determination and leadership and rank-and-file skill that the Iron Workers’ employment is up and hours are up and our spirits are up.

But we know, oh God, that threats persist against us and other workers, and so we must not rest. We must not rest until all workers across the country and across the globe have an honest wage for an honest day’s work and safe conditions.

We must not rest until all workers have a wage that can support their families on 40 hours of work each week because we know it is immoral to give luxuries to the few and deny necessities to the many. We must not rest because we know that right to work is a ticket to the poor house.

So fill us, oh God, with vision and vitality so we can even be more bold, more brave and more determined as together we build a world where everyone has a seat at the table and is fed and heard and honored as being created in your image.

And now, Sisters and Brothers, I turn to you to help me close this prayer.

The Staley workers of Decatur, Illinois taught me that every time we shout solidarity, it is a prayer of unity and hope.

And so let us pray responsibly, solidarity! (“Solidarity” from the floor.)

Solidarity!

(“Solidarity” from the floor.)

Solidarity!

(“Solidarity” from the floor.)

Thank you, dear, Iron Workers. God bless you all.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Reverend. That was inspirational as always.

Now, I have the great pleasure of announcing the donations to the President’s Club for Political Action.

I would like to introduce our staff, if we could turn the house lights on, I think we have them in the back in the VIP visitors gallery there.

Tarin Polucha who works at Headquarters, Scott Moore, Ross Templeton and Dave Kolbe they work tirelessly to make sure our voices are heard.

So this week you have heard how important it is that we be politically active to make our Union’s voice heard in the halls of Congress, state legislatures, city halls and your Canadian Parliament.

In order to do that, it takes finances to amplify our voice and support our candidates who see things the way we do.

We are pleased to report that the delegates to this Convention and guests contributed $216,300.00 to the cause.

(Applause.)

Before I go further, we will keep the U.S. and Canadian funds separate and distinct for the purposes based on the contributions.

I want to pay a special tribute to the District Councils that have 100 percent participation among their delegates.


(Applause.)

Now, there are four other District Councils who are one delegate short and I can’t leave them out, so I’m going to throw them in.

In addition were Northern Ohio, Philadelphia, New England, Chicago and Vicinity, they were one delegate short of 100 percent. You are really stepping up to the plate. Thank you all, your generosity makes a powerful difference. (Applause.)

Our next speaker might be new to his current position, but he is not new to us or to anyone in the building or metal trades.

Jimmy Hart began his career in New York City as a member of Plumbers Local 1. He rose through the ranks as an apprentice, journeyman, instructor, foreman and local union officer.

During this time at Local 1, Brother Hart represented civil service employees and led collective bargaining negotiations that yielded and protected some of the highest wages and most progressive workplace conditions enjoyed by municipal government employees in the U.S.

In 1999, Brother Hart was appointed a special representative with the UA.

He was subsequently elected international representative and served as director of the UA’s Metal Trades Maritime and Government Employees Department.

During this time, Brother Hart was the UA’s key representative to the Metal Trades Department, working both with Local Unions and various Metal Trade Department’s Councils to strengthen financial, membership, record keeping and organizing practices.

His efforts improved branding, communication, political and membership outreach methods, and they laid groundwork for his leadership when he was elected President of the Metal Trades Department on July 1st.

Being born and raised in Brooklyn, Jimmy happens to be a big Mets fan.

(Applause.)

I’d like to point that out this year because the Cubs are headed to the playoffs and the Mets are not.

(Applause.)

Just saying.

But despite these misplaced loyalties, we love Jimmy and we couldn’t be happier that he’s heading the Metal Trades Department and that he is joining us this morning.

So please give it up for our friend, a proud trade unionist, Brother Jimmy Hart, Metal Trades.

(Applause.)

METAL TRADES DEPARTMENT PRESIDENT HART: It’s okay to take shots at the Mets, as long as the Yankees don’t go to the World Series. (Laughter and applause.)

Good morning Iron Worker nation. (“Good morning” from the floor.)

What a party that was last night. Give everybody a big hand. (Applause.)

Thank you, General President Dean. Thank you for your kind invitation to address this great Convention.

Thank you to the International Association of Iron Workers for the privilege for me to be here today to address this great Convention.

I want to congratulate you, General President Dean, on your well-deserved reelection and on behalf of the Metal Trades Department, its 33 councils throughout the United States and Canada, I want to offer congratulations to General Secretary Ron Piksa, General Treasurer Bernie Evers, and the great team of officers you have assembled here this week to meet the challenges that face the working families of this great Union.

And a great Union, indeed, you have, Brothers and Sisters. What an influence you had on my life personally and professionally.

As General President Dean said, I’m a plumber. And if you haven’t guessed it yet, I’m from the south, the deep south.

That’s right, Brooklyn, the most southern point of New York State.

(Laughter and applause.)
And if you know anything about us Brooklyn plumbers, you would know that I’m born in Brooklyn, raised in Brooklyn, and God willing, I will die in Florida.

(Applause.)

Truth be known, with a little bit of luck, I will be the third-generation of Harts to die in Florida, thanks to my union and a pension plan.

(Applause.)

But as much as I love and revere my union, as much as each and everyone of you in this room does your own union, it’s the relationships, the friends and the experiences that we make along the way that define us as men, women and trade unionists.

In my career, with the great men and women of the Iron Workers Local Unions that I have worked with Local 40, 46, 197, 361, 580, thanks to them, they’ve always made me look good and that hasn’t been easy to do.

You see, working as a plumber, a foreman, a Business Agent, an International Rep, and now as the President of the Metal Trades Department of the AFL-CIO, I have had the great honor of working side by side with the members of this Union.

I can tell you as a young man — young boy actually, my dad introduced me to one of the great trade unionists of his time, and for those of you I’m going to mention a name. How many of you remember the great Ray Corbett?

(Applause.)

Not only was he a great man, but he taught me how to lose money playing cards like a man.

(Laughter.)

And my good friend, Eddie Walsh wherever he may be.

(Applause.)

Okay. You know, Eddie was the kind of guy that taught us, your word is your bond. He set the example.

And on this stage, Jimmy Mahoney.

(Applause.)

Okay. Great member of President Dean’s Leadership team. There was never a picket line that you didn’t see that Jimmy Mahoney was the loudest voice on that line or Terry Moore, okay, a great leader of the Building Trades in New York City, he always takes on the tough problems.

I mean wherever you go in New York City or New York State, it’s littered with Iron Workers everywhere, everywhere, every place.

And then — you know, I can’t admit this every place I go — but I got a jump start on Florida. I live in Florida now. And as soon as I get there, who is one of the most influential voices in Florida? Who makes sure that the Building Trades has an imprint? My good friend Sean Mitchell. Okay, the Building Trades wouldn’t have a place in Florida if it wasn’t for that Iron Worker, Sean Mitchell.

So what I want you to know is you play a great role in my life because the union makes me strong and without the Iron Workers, the Building Trades is not strong, so thank you.

(Applause.)

But that’s the business side of it. Let’s talk about the personal side, maybe that’s more important.

I’m going to tell you a story. I’m going to give you two nicknames, Young Jim and Nick Nick. And I’m going to take you back to 1997, New York City, John Street, a picket line. And like most of us in this room, it’s a little bit hard to be good parents, you know, our time is always taken up, we are busy. We miss baseball games, we are not always available to our families. It’s part of the job.

Well, I got stuck with baby-sitting duties one weekend and I had to take Nick Nick and I had to take Young Jim with me. And I went on a picket line on John Street.

And as luck would have it, the men in blue didn’t like how I was conducting myself and I was detained and they took me away. And I said, “You can’t take me. I got my children here.” And they didn’t want to hear it and they took me.

And here I am, I’m gone, and as luck would have it, Local 46 on the line, took my kids while I was gone —

(Applause.)

— and saved me from my wife, President Dean, a fate worse than death.

(Applause.)

And they taught my kids at that age, 8 and 10, they did what any responsible trade unionist would do — they took them to the bar.

(Laughter.)

Now, let me tell you a little story about Nick Nick and Young Jim. Young Jim today is a New York City police sergeant stationed downtown Manhattan. And when they send him out, his favorite call is when he gets sent out on a rally of construction workers.

And his motto is that and they hate to send him out on these calls, but as a sergeant, they have to. If he’s on his tour, that’s his deal.

His favorite motto is “sins belong in church and workers belong in the union” and you know what, construction workers, they’re tops in his book. So when you come to the rally the rat is divine and leave his brothers and sisters alone.

And Nick Nick, well, I don’t know there is probably a couple lawyers in this room, but there is a federal appeals court in the Deep South, not Brooklyn — Mississippi, Texas, Arkansas, it’s called the 5th Circuit. And if you know anything about the 5th Circuit, that’s where labor legislation goes to die.

And there is a young law clerk in the Federal Appeals Court, the 5th Circuit, that when the judges and the clerks get together, you know, they tell jokes and they make fun of one another.

Well, they make fun of one particular clerk and because of his proclivity for organized labor, they call him the most radical, liberal law clerk in America and they make fun of him.

And just recently, in June, that court, to the shock of many in the labor community upheld the expedited election rule put out by the NLRB on organizing elections, something that, we, in organized labor, have been hoping for and fighting for so many years.

And that court, after much fighting back and forth, these justices, you know, they listen to their clerks who argue back and forth and the merits of the law and everything else, and I would like to say that my sons got their proclivity and their zeal and their zest for the labor movement from their father, who made a great living and has a wonderful career in the labor movement, and their grandfather who had an exemplary career in the labor movement, and their great grandfather, but I’m telling you it’s all because of Local 46, President Dean, so thank you so much for my two boys.

(Applause.)

The Metal Trades is who I am. It’s who I represent. We are American ship builders, maintainers of military facilities and equipment. We are responsible for America’s national defense. We build and maintain our country’s munitions. And at any given moment, our members are woken from a deep sleep and deployed secretly to unknown destinations.

They utilize their skills and their security clearances that few possess in order that America’s military and intelligence communities remain operational. We maintain America’s nuclear laboratories and waste cleanup sites. We are America’s premier manufacturing and production union.

It’s why when the Metal Trades took on the DOE in Hanford over safety issues at the tank farms and we were told to go home and we can’t win a safety fight, I turned to your General President, Eric Dean for his counsel and his aid. And I want you to know that today, we are winning that fight at the world’s most toxic dump in the world, and we are turning the corner. And workers now can go to work.
at Hanford and they don’t have to fear dying when they go to work anymore.

Thank you, President Dean.

(Applause.)

On a final note, I have known your great Vice President Steve Sweeney for many years. I’ve often wished he would move from New Jersey and come to New York because we need legislators like Steve Sweeney. I’m thrilled that he is going to be the next governor of New Jersey.

(Applause.)

I’m excited that America’s elected officials will see our true champion at work, folks — will operate out of the executive office. I wish good luck and Godspeed to Steve Sweeney.

I know that he won’t need a pin on his lapel to remind him that he is a Building Trades governor. I know that every Metal Trades member in the state of New Jersey and myself, I will knock on doors for you, Mr. Sweeney, okay. We will deliver you to the state house.

I’m going to take great pride in waving goodbye to Governor Christie and I hope as he goes to his new job in Trump Tower, that he gets caught in a major traffic jam on the George Washington Bridge.

(Laughter and applause.)

General President Dean, Delegates, Treasured Friends, the possibilities for working folks are endless when we have unions like the Iron Workers and the Metal Trades representing working families.

Let’s continue to move forward. No one can keep us down. Let’s shout out and be heard loud and clear from the guys and the gals in the streets to the suits in the streets that we are union strong, united in one goal, solid to the core in our resolve.

The union makes us strong, Brothers and Sisters. The union makes us strong.

Thank you, Brothers and Sisters. I wish you all good health, good luck, Speedy. May God bless you all. May God bless America. May God bless Canada and may God bless all workers around the world. Thank you, I love you all. Thanks for the opportunity.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you so much, Jimmy. We support you and we wish you the best of luck at the Metal Trades Department. I’m looking forward as I see you in my role as the co-chair of the Hammer Steering Committee and as a Vice President on the Metal Trades and helping you help our members.

As a token of our appreciation, we are going to present you with this special Iron Workers clock. We will ship it to you, so you don’t have to haul it through. You just tell me if you want it at your office or down in Florida, wherever you like.

METAL TRADES PRESIDENT HART: At the office. Nobody knows about Florida.

(Laughter.)

Thank you so much.

(Applause.)

GENERAL PRESIDENT DEAN: Now, we are going to hear a report from the Resolutions Committee. It’s the final report, and before they start their final report, they are going to carry over the business I sent them back to do and so I will turn the podium over to Fourth General Vice President Bill Dean and Fifth General Vice President Kevin Bryenton.

COMMITTEE SECRETARY DEAN: Revised substitute Resolution No. 4, Convention Delegates.

On Monday, August 24, 2016 General President Dean referred the Resolutions Committee back to reconsider Resolution No. 4.

The Resolutions Committee was reconvened Monday, August 22, 2016 at 2:45 p.m.

Chairman Dean called a roll and all members of the Committee were present. Chairman Dean opened discussion on the referral of substitute resolution back to the Committee.

Committee members Marty Marinack, James Gardiner, Mike Scoggins, Robert Duffield, Herman Adams, Bob Korth, James Watt, Rob Calver, Tim DeMinter, Bart Maddox, Piedmont Brown, Colin Millard, Mike McDonald, Roy Coulombe spoke on the various merits of the substitute — submitted substitute resolution inclusive of the Business Manager, Financial Secretary, Treasurer and President.

Herman Adams made a motion to amend the substitute resolution to delete the reference that referred to the Financial Secretary, Treasurer.

The Committee voted on the motion and there was 20 in favor and 8 opposed. The revised substitute resolution reads as follows:

BE IT RESOLVED: that the Constitution of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers be amended in the following respects:

1. Article VI, Section 4, shall be amended to include the following addition in bold print:

Section 4. The nomination and election of delegates and alternates to the International Convention shall be held at a regular meeting or election between the first day of March and the first day of June of the year the Convention is being held. Any deviation must be approved by the General Executive Board. Delegates to the International Convention may be elected by popular vote at large, by a slot system, or by a combination of both. By virtue of their office, the Business Manager and the President of the Local Union shall be entitled to be automatic Delegates to any International Convention.

2. The General Information area of the Constitution, in the section titled, Nomination and Election of Delegates to the International Convention, Paragraph B, shall be amended to include the following addition in bold print:

B. Delegates to the International Convention may be elected by popular vote at large, by a slot system or by a combination of both. By virtue of their office, the Business Manager and President of the Local Union shall be entitled to be automatic Delegates to any International Convention.

I move for the adoption of the Committee’s recommendation to concur with the proposed revised substitute resolution.

COMMITTEE SECRETARY BRYENTON: Mr. President, I second the motion.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded for adoption. On the question?

The chair recognizes the delegate at Mic 2.

DELEGATE GARDINER: General President Dean, Vice Presidents and Delegates, my name is James Gardiner, Book No. 114711 out of Local 1, Chicago.

Resolution No. 4 states, “by virtue of their office, the Business Manager, President — Business Manager and President shall be entitled to be automatic delegates to any International Convention.

I agree, and I think everybody in this room agrees that Business Managers should be delegates at every Convention.

I stood on the floor Monday in opposition of this resolution which included FSTs which would have benefited myself.

But this resolution is not about FSTs. It’s not about Business Managers, and it’s not about Presidents.

This resolution is about every Local that has two or less delegates losing their voting rights, losing their right to choose who represents them at the Convention.

Currently, our International has 42 Locals that have two or less delegates. Another 8 Locals under International supervision that have two or less delegates. That’s 50 Locals that would lose their right to choose their delegates at a Convention. 50 Locals lose their right to choose their representation.

Like I mentioned earlier, I’m from Local 1. We have ten delegates. We slot the five salaried officers and we have five voted at large.
You know, this resolution wouldn’t affect us. This resolution affects the smaller Locals. The bigger Locals have to look out for the smaller Locals. We all have to stick together. Like I said, I believe Business Managers should be at every International Convention, but at what cost? The cost of 50 Locals losing their right to vote, losing their right to choose their representation?

I strongly believe in elections and I believe elections are healthy for every Local. And I believe in the democratic process of electing our officers. So let’s stand together and vote down Resolution 4.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes the delegate at Mic 1.

DELEGATE KORTH: General President Dean, Vice Presidents, my fellow Delegates, good morning.

My name is Bob Korth. I’m the current President of Local 86, Seattle, Washington, Member Number 1227029. After the discussion the Pacific Northwest delegation opposes unanimously this resolution. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Chair recognizes the delegate at Mic 4.

DELEGATE MARINACK: General President, my name is Marty Marinack, Shopmen’s Local 527 in Pittsburgh, Pennsylvania, Book No. 1154834, I stand here in support of this resolution. I wrote the resolution.

My thought on the whole process was that in the smaller Locals, I understand the election process, but I also understand that in the small Locals it’s very easy, as a Business Manager when you go to work every day and you do your job, all you have to do is go out to a shop and maybe you don’t make the decision that somebody wants you to make in that shop, and this could happen a week, a day before a delegate is nominated and elected.

And I think it would be a travesty if an uninvolved, uncommitted — and we all have them — if an uninvolved, uncommitted member would step up and get a group to come with him and displace a Business Manager or a President when you’re coming to this Convention to set the rules and regulations for the next five years that you are to live under. And that’s why I wrote the resolution and that’s why I stand here in support of it.

(Applause.)

GENERAL PRESIDENT DEAN: Chair recognizes delegate at Mic 5.

DELEGATE McNEL: Mr. Chairman, my name is Tom McNeil, Book No. 905273, Business Manager of Local 396, St. Louis.

I’m against the resolution, as is all our delegates. We are fortunate enough to have nine delegates to this Convention. And I feel if the Business Manager or President is doing their job, that should be no problem to get in to go to the Convention. And leave it to the individual Locals to decide if they want a slot system or at-large election.

Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Chair recognizes delegate at Mic 3.

DELEGATE McNORTON: Mr. President, Distinguished Board Members, Delegates to the 43rd Convention. My name is Thomas McNorton. I’m the Vice President of Local 395, Book No. 1185724.

I strongly oppose this resolution. I agree with Brother Jim from Local 1. It is up to our larger Locals to keep our honorary divine right of voting. It is our distinguished right. It’s one of the reasons I got into ironworking, to go where I want, work where I want, and by goddamn vote for who I want to represent me and my brothers and sisters.

(Applause.)

If we limit that, we take that away, we are no better than them politicians about taking away our votes and our rights. We shouldn’t limit it; we should give everybody the chance and if that delegate to that Convention — if that officer is doing his job — he will make that delegate and he will move on. I’m opposed to Resolution No. 4.

(Applause.)

GENERAL PRESIDENT DEAN: Chair recognizes delegate at Mic 1.

DELEGATE JAMES: General President Dean, my name is Jackie James. I am Vice President of the Shopmen’s Local 516, Portland, Oregon. My Membership No. is 1351607.

I speak in opposition to this resolution. Currently Local 516 is allowed two delegates. If this resolution was in place now, I would not be standing here today.

The members of Local 516 chose to send me to represent them, not the current Business Manager, to this 2016 Convention.

Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Chair recognizes delegate at Mic 3.

DELEGATE SATAILC: Delegates, Chairman, Vice Presidents, I’m Craig Satalic, President, Business Manager out of Local 1. I agree with Jim Gardiner. He is out of our Local. I totally oppose this.

GENERAL PRESIDENT DEAN: Beaver can you throw your book number in there for the recording.

DELEGATE SATAILC: Sorry about that. 993335.

GENERAL PRESIDENT DEAN: Thank you.

(Applause.)

Seeing no others at the microphone, the motion has been moved and seconded.

All those in favor, signify by saying aye.

(Chorus of ayes.)

All those opposed?

(Chorus of nays.)

The noes carry.

(Gavel bang)

So ordered.

COMMITTEE SECRETARY BRYENTON: Thank you, Mr. Chairman. On Thursday, August the 18th the Resolutions Committee considered General President’s Recommendation No. 4, concerning Article XIX, General Rules, Honorary and Disabled Members, Section 12, which is found on pages 61 and 62 of the International Constitution and under the General President’s Recommendations on the app. So this is dealing with GP No. 4 and GP No. 4 substitute recommendation.

The Committee reviewed the proposed changes and concurs with the intent of the recommendation; however, the Committee recommends that the last sentence of this section be deleted and new language be substituted in its place so that Article XIX, Section 12 shall be amended to read as follows;

Section 12. The International Association will grant an Honorary Membership Card to members (except members of Shop and Navy Yard Rigger Local Unions to whom this section of the Constitution has no application) who have been members for five (5) consecutive years and have become permanently disabled or incapacitated from working at the trade and in good standing. Honorary Members shall be exempt from all Local Union dues, but shall pay Per Capita Tax of Seven Dollars and Sixty-Five Cents ($7.65) per month and the International Death Benefit Dues assessment to the International Association through their Local Union.

Honorary Members shall be entitled to death benefits and Lifetime Membership benefits, if eligible, as set forth in the provisions of this Constitution. The holder of an Honorary Membership Card shall not be eligible to hold any office. Applications for Honorary Membership Cards must be made on the blank...
form furnished by the General Secretary and the application must be endorsed by the Local Union of which the applicant is a member, and sent to the General Secretary, who will submit the same to the General Executive Board for their approval or rejection. Transfer system as set forth in the Constitution is to apply also to Honorary Members. And the last sentence which reads currently, will be stricken, which reads as follows: If an Honorary Member returns to work, the member must pay full dues for all months in which the member works at the trade.

That sentence is to be replaced with the following: Any member who wishes to change their classification (Lifetime or Honorary) may not reapply for the same classification for a period of 12 months.

Mr. Chairman, the Committee also concurred on General President's Recommendation No. 4 to amend Appendix C, General Information and Rules in Connection with the Nomination and Election of Local Union Officers and/or Delegates to the International Convention, of the International Constitution, in the section entitled "General Information," Paragraph E, which reads as follows:

Section E. Each member in good standing is entitled to one (1) vote, which shall be amended to read as follows:

Section E. Each full dues-paying member in good standing is entitled to one (1) vote. Any member not paying full dues is not entitled to vote on any Local Union matter.

The Committee also concurred with General President's Recommendation No. 4 to additionally amend Appendix C in the section entitled, General Information, by deleting Paragraph O in its entirety. Paragraph O currently reads as such:

Honorary Members, Lifetime Honorary Members, Shop Retired Members and Navy Yard Rigger Retired Members shall not be allowed to vote in Local Union elections except where the Local Union By-Laws have been amended to provide that an Honorary Member, Lifetime Honorary Member, Shop Retired Member or Navy Yard Rigger Retired Member shall have the right to vote in such Local Union. This specific amendment must have been approved by the General Executive Board prior to allowing Honorary Members, Lifetime Honorary Members, Shop Retired Members or Navy Yard Rigger Retired Members to vote.

And finally the Committee concurred with General President's Recommendation No. 4 to additionally add the following: Any other references in the International Constitution pertaining to this subject matter will be amended to reflect the changes above.

Mr. Chairman, the Committee recommends concurrence with this and I so move.

COMMITTEE CHAIRMAN DEAN: I second the recommendation.

GENERAL PRESIDENT DEAN: The motion has been moved and seconded. On the question? The chair recognizes delegate at Mic 2.

DELEGATE RICHARDS: Good morning, General Officers, Brothers and Sisters, Distinguished Guests. My name is Michael Richards, Book No. 1328351. I serve with pride as the Financial Secretary-Treasurer/Business Manager of Iron Workers Local 584 in Tulsa, Oklahoma and a delegate to this Convention.

It's my understanding that this action will strip all retirees, either Lifetime or Lifetime Honorary Members of their voting rights. Therefore, I rise to the mic to speak in opposition to this resolution. I speak not as the Business Manager who's retirees do vote, but I speak as the son of a retired Iron Worker.

As a delegate with voice I feel as though it is my duty to stand in vocal opposition to changing our Constitution to disenfranchise the men and women, our brothers and sisters that have built and sustained our Locals for 20, 30, 40 or even 50-plus years.

It is my sincere opinion that a member whose put in the time in the field, a tool belt on their ass and paid the dues and ascended to the position that we all hope to achieve some day, Honorary or Lifetime Honorary, that they should have the right to vote for the man or woman that will also serve as a Trustee on the fund that they have put their years, blood, sweat, tears and dollars into over their service as a union ironworker, these pension plans, health and welfare plans, DC plans, general funds, apprenticeship funds, target funds, the list goes on and on.

Now, I understand the views of those in favor of this resolution. I sincerely do. However, it is my belief that these issues should not be handled as—it is my belief that these issues should be handled as they are now, at the individual Local level.

If we, the delegates of this 43rd Convention, take action to strip the rights to vote across the board, it is my belief that our Honorary and Lifetime Honorary Membership will fall off precipitously and further weaken our political clout in a broader sense.

We should strive as a collective to be more inclusive and more respectful of our brothers and sisters, especially those that have come before us. Therefore, I urge you to vote no on this resolution. Thank you very much.

(Applause.)

GENERAL PRESIDENT DEAN: The chair recognizes delegate at Mic 1.

DELEGATE O'DONNELL: Thank you, Mr. General President, Joseph O'Donnell, Iron Workers Local 625, Book No. 823312. First initiated July, 1969.

This is my sixth elected and duly seated Convention, I rise in strong opposition to this resolution. Our Honorary and Lifetime Members are the backbones of this fine International. They are our fathers. They are our uncles. They are our brothers. And most importantly they are our mentors and they are our friends.

This is a grave injustice. It is not fair. It is not just. I urge all of my brother and sister delegates to shut this resolution down, to pay respect to our forefathers, the people that made this great International what it is today. Vote this resolution down. Thank you, my Brothers and Sisters.

GENERAL PRESIDENT DEAN: The Chair recognizes delegate at Mic 3.

DELEGATE DEAN: Bill Dean, Book No. 981900. Five years—no, in 2006 I believe when we were in Washington, D.C. this very resolution was on the floor then or it was in Committee then and it got voted down like 30 to 2.

And one of the guys that got up and made comment against the resolution was the Business Manager of Local 340, Battle Creek, Michigan. Today I am the administrator of Battle Creek—Local 340, Battle Creek, Michigan and I'm fighting a very tough battle. Their pension is 30 percent funded and the retirees have run that Local, they all get a vote whether you pay no dues or anything, they get a vote.

They've chose the Business Manager. They've reelected the Business Manager and therefore the Business Manager, as a Trustee, could never do his job if he wanted to stay in that office. Today they're less than 30 percent funded and the retirees have run that Local, they all get a vote whether you pay no dues or anything, they get a vote.

They've chose the Business Manager. They've reelected the Business Manager and therefore the Business Manager, as a Trustee, could never do his job if he wanted to stay in that office. Today they're less than 30 percent funded. The retirees that elected them Business Managers are going to lose their pension in another few years.

I also am the administrator of Local 25, Detroit, Michigan, where they have a 500-member Retirees Club and if you do what the retirees want you to do as a Business Manager/Trustee, you keep that job because you start out that morning of election with 500 votes.

Local 25's pension plan is on life support. They're not here today. They're under supervision as I say, but they're on life support and I don't know how we are going to fix that pension plan. So like I say, the retirees, I agree
with you, they founded this International, they’ve helped us through our Locals, they have done everything possible, but by them voting and letting the Business Managers know, if you cut my pension, if you do away with 25 and out, you’re not going to be the Business Manager no longer.

Guys, there is a problem with the retirees voting on that type of stuff. Also, if the retirees who were here today were voting, we wouldn’t be looking at these iPads. They don’t like change, guys. We would still be looking at the notebooks.

**GENERAL PRESIDENT DEAN:** Thank you. The Chair recognizes delegate at Mic 6.

**DELEGATE SCOGGINS:** Thank you General President Dean, General Executive Council and Delegates to the Convention. My name is Mike Scoggins, Business Manager of Local 167, Book No. 931663. We allow our retirees to vote in our elections. We never had any problem with our retirees. In fact, from a standpoint of the Local, they’re the backbone of our Local. If we didn’t have a lot of our retirees coming to our Union meetings, we probably wouldn’t be able to have a quorum. We appreciate all their work and time.

But the main thing is we keep these guys in the loop. We let them know what is coming up, what changes are going on and we have a good relationship. If you’re doing your job as a Business Manager, you’ve got a good base right there to help you out.

I know there is a lot of Locals here that in their By-Laws, they don’t allow their retirees to vote and I understand that. Unfortunately for us, Local 167, we count on the retirees and they’re the calming factor. As you know how you can get some rebels involved and try to do some major drastic changes and they really don’t know what they’re doing.

But we count on the retirees and I wish that we would vote this down and allow each Local Union in their By-Laws to decide if they want to let their retirees vote. Thank you.

**GENERAL PRESIDENT DEAN:** The chair recognizes the delegate at Mic 5.

**DELEGATE BASQUE:** Egbert Basque, Membership No. 858069, Saint John, New Brunswick, Canada. I want a point of clarification. Did you say that the Locals, that their By-Laws stated that Honorary Members and Lifetime Members could vote, will that be changed?

**GENERAL PRESIDENT DEAN:** If the floor will bear with me, I’m going to explain the Constitution as it’s currently written. The Constitution currently allows a Local, Local by Local, to empower in its By-Laws to allow Lifetime Honorary and Honorary Members to vote.

The resolution changes full dues-paying members. It does not preclude retirees who pay full dues from voting but that’s the essential difference. You know, that’s a long written explanation. I just gave you the Cliff notes of what the intent of the resolution is.

**DELEGATE BASQUE:** Thank you, Mr. Chairman. I also want to mention to our Local, we do have our By-Laws are protected for the Honorary Members and the Lifetime Members. Although I have to say in the last few years, at the rate that we are getting Honorary Members and Lifetime Members, there is a real danger that at one point down the road, the retirees, the Lifetime Members, are going to run the Local.

And I want everybody, every delegate in this room to have a serious look at that. That is a serious problem. Thank you very much.

(Applause.)

**GENERAL PRESIDENT DEAN:** Thank you. Chair recognizes delegate at Mic 2.

**DELEGATE BROWN:** Good morning, General President, General Officers and Delegates. My name is Piedmont Brown, I’m the President and Business Agent of Local 433, Book No. 1060802. I stand before you today and the other 13 delegates of Local 433 in opposition of this resolution.

At any given meeting at 433 I can have four retired Business Managers and several retired Business Agents. These men are very helpful in helping me guide our Local into a positive future. They have a wealth of knowledge and many years of experience. It would be a detriment not to have them in the audience at our Local Union meetings with no voice.

It also would be uncomfortable for me to ask them to pay full dues for their opportunity to vote as they have paid full dues for their entire life. And retirees have been voting in our Local since the beginning of time, please respect that. Thank you.

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 1.

**DELEGATE PHILLIPS:** Yes, President Dean, my name is Ray Phillips, Atlantic City, Local 350, Book No. 1160620. I want to stand here before you and oppose this resolution. We allow our retirees and our lifetime members to vote and I think by stripping that vote from them we are doing a tremendous disservice to the people who mentored us and guided us through this time. So I’m in strong opposition of this resolution.

(Applause.)

**GENERAL PRESIDENT DEAN:** The Chair recognizes delegate at Mic 5.

**DELEGATE DUBOIS:** Good morning, General President Dean. My name is Jacques Dubois, Local 711, Book No. 919817. All the arguments we have heard this morning are good. But we have to go back in time. It’s been brought ten years ago to the attention of this Convention, to the delegates, it’s been the subject of many discussions.

What was the topic yesterday, the big thing, the thing that we have to do if we want to survive? Organizing. How was it diverted in the past? I’m the Manager, my 300 members and my 800 permits, which is not allowed anymore.

We should not recreate this situation where we train guys taking a permit. When the work went down, they went across the street because they had no choice, they became non-union, they did the job. Now they occupy three-quarters of our market.

The decision-making process is exactly the same. We are all ironworkers. We are elected to office. We have services to render, obligations. Not always pleasant, but that is the mandate.

And if we are going to create, again, a wave of outsiders deciding, and I’m not turning down anybody, they are our forefathers, they are the ones who brought it to where we are today, but as Bill Dean certainly said, if the retirees were voting today we would have a pen and pencil, not an iPad. Thank you.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes the delegate at Mic 4.

**DELEGATE THOMAS:** Yes, Mark Thomas, Book No. 1042543. And as a member of the Resolutions Committee, I know there was a lot of passionate discussion, just like there is here today. I come from a Local who has never allowed our Lifetime or Honorary Members to vote. It’s never been a complaint. And I’ve heard a lot of the passionate discussion today, but truthfully I’m more interested — and I certainly respect all the things that our retired members have done for us and the path they’ve set for us.

But I’m so much more concerned with our future versus our past. Again, I’m in support of this resolution.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 2.

**DELEGATE HARKEY:** Keith Harkey, Book No. 1115251. I’m a proud Southern ironworker and a proud father of a third-period apprentice. I speak on behalf of the 13 delegates of
Local 433 and we are in strong opposition of General President’s substitute Recommendation No. 4.

Simply put, we are putting a less than full status on those that have laid the foundation of everything we are here today. After all he did for our family and our Local, I will not call my father after this Convention and tell him I supported a recommendation that makes him less than whole.

I will not tell my son that his grandfather was the greatest Iron Worker I have ever known, but his services and views are no longer needed or wanted. We ask our retirees to walk picket lines, participate in phone banks, run fundraisers, mentor young officers and so much more.

It’s hard for me to fathom that at a time when the rest of the world is fighting for and winning the right to vote, we are restricting voting privileges within our own ranks. In essence, this is a voting tax. It’s pay to play and we cannot support it. Thank you.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes the delegate at Mic 3.

**DELEGATE WENDE:** My name is Paul Wende, Book No. 1147720. Son of an honorary member, nephew of a couple of honorary members. I could not stand here today and say — I’m here to oppose this resolution. And I think — I back my brother Keith’s words. We talk about respect. We talk about taking care of our own. This does the complete opposite. Thank you.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 4.

**DELEGATE MCDONALD:** My name is Mike McDonald. I don’t talk very loud because as you can all see, it won’t be too many years and I will be the one that wants to come back and vote. My Book No. is 740121. This is my seventh convention and I would hate —

(Applause.)

— 50-plus years we have done it, let our retirees vote and it’s not been a problem now. Right now, it’s zero problem because they’re all dead, except yours truly.

(Laughter.)

And some people suggest that I might be. So you can look at me and see which way I would vote. Thank you.

(Standing ovation.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 2.

**DELEGATE CANNIFF:** My name is Jack Canniff my Book No. is 1125067. I’m a son of an Iron Worker, two uncles that are Iron Workers and I have three brothers that are Iron Workers. And I really do believe that the retirees have earned the right to vote.

But also you say that you can circumvent it where they could pay a full years’ dues and still get the right to vote. If they’re that organized, like that one that you gave for example, the 500, I would suspect that they would still — it won’t achieve what you’re trying to do simply because they would get organized enough and still get their right to vote.

So I think it should be handled on the Local level. And I think on the International level it should stay as it is. I’m against this.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 4.

**DELEGATE MADDOX:** President Dean, my name is Bart Maddox, Business Manager of the Iron Workers Local 92, Birmingham, Alabama, Book No. 1067690. When my dad retired he shook my hand and said, Son, it’s your Local now, take care of it.

We have to maintain that kind of mentality that I’m going to retire one day and I’m going to have to pass the mantle. We’ve got to think about our future while we respect and honor our retirees. We do it every year, we have a big banquet, have a pinning ceremony. And I call a lot of older gentleman and ask for their advice every day for what’s going on.

They still have an influence in the Local, but they realize that the Local has to move forward. So I support this resolution, sir.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 1.

**DELEGATE NEHILEY:** Shawn Nehiley, Book No. 1149324. I was 100 percent against GP No. 4 as it is written, but I do rise in favor of the substitute resolution as it’s written now. Thank you.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 2.

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(Applause.)

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They still have an influence in the Local, but they realize that the Local has to move forward. So I support this resolution, sir.

(Applause.)

**GENERAL PRESIDENT DEAN:** Chair recognizes delegate at Mic 4.

**COMMITTEE CHAIRMAN DEAN:** On Thursday, August 18th, we considered General President’s Recommendation No. 9, Article XXV, Lifetime Honorary Membership, found on pages 95 through 97 of the International Constitution and under the General President’s Recommendation on the app.

The Committee reviewed the proposed change and recommends concurrence with the recommendation so that Article XXV, Lifetime Honorary Membership, shall now read as follows:

**LIFETIME MEMBERSHIP, SECTION 1.** A member (except members of Shop and Navy Yard Rigger Local Unions to whom the provision of this and the following section of the Constitution relative to Lifetime Membership shall not apply) who has attained the age of sixty-five (65) years, and who has been in continuous membership for a period of twenty-five (25) years and who is in good standing at the time of application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, may apply for Lifetime Membership.

Section 2. A member who has been in continuous membership for a period of twenty (20) years, when said member becomes permanently disabled and who is in good standing at the time of making application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, and who by reason of personal injury sustained while working at the trade, during working hours, which injury was not contributed to or brought about by the member’s own improper conduct, may apply for Lifetime Membership.

Section 3. Applicants meeting the above qualifications will be granted the classification...
COMMITTEE CHAIRMAN DEAN: Mr. Chairman, the Committee moves for recommendation.

COMMITTEE CHAIRMAN DEAN: I second the recommendation.

GENERAL PRESIDENT DEAN: Recommendation has been moved and properly seconded. On the question?

(Gavel bang.)

COMMITTEE CHAIRMAN DEAN: On Wednesday, August 17th, we considered General Treasurer’s Recommendation No 13, Article XXI, Local Unions, Section 24b found on page 75 of the International Constitution and under the General Treasurer’s Recommendation on the app.

The Committee reviewed the proposed change and recommend concurrence with the recommendation so that Article XXI, Local Unions, Section 24b shall now read as follows:

Section 24b. Local Unions in Canada who invest in financial institutions other than major banks chartered by the government of Canada must engage a bank or similar financial institution supervised by the government of Canada and engage a money manager, a common or collective trust or pooled trust maintained by a bank or trust company supervised by the Government of Canada or a province pursuant to a written signed set of investment guidelines. There shall be no direct investment in real estate other than for Local Unions and Trust Fund operations and use and no alternative investments such as hedge funds, venture capital, private placement debt, etc. As long as the criteria and requirements herein are met, the choice of investment remains the sole responsibility of the Local Union.

I move for the adoption of the Committee’s recommendation to concur with the recommendation.

COMMITTEE CHAIRMAN DEAN: Second the motion, Mr. Chairman.

GENERAL PRESIDENT DEAN: It’s been moved and properly seconded. Hearing none, and seeing no discussion on the question, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

So ordered.

COMMITTEE CHAIRMAN DEAN: I would like to thank the Committee. We had a very good week. As you can see the two main resolutions that we had, we had these in Committee, we had a great debate on them. And really I don’t know that they would have come out of Committee if everybody had voted the way they wanted, but the Committee wanted to bring them to the floor and let you all decide them and that’s what we done today. And I think it’s democracy at its greatest what we’ve done today.
I want to thank Kevin —

(Standing ovation.)

I want to thank Kevin, a great secretary, couldn’t have done it without him. He kept us going straight all week. But I do want to thank the Committee. You did a great job. I enjoyed working with you and I hope we get to work again some day. So thank you.

(Applause.)

GENERAL PRESIDENT DEAN: Thank you, Bill and Kevin and the members of the Committee. You’ve done a fantastic job this week and you are hereby dismissed with our gratitude.

(Applause.)

You’ve listened to political talk all week and you know there were some questions early on last fall about how we arrived at an endorsement. I just wanted to explain it a little bit now. We engaged a professional polling company to take a poll of the membership to find out exactly where they are politically, who they back, which candidates, what their fall back position is.

And we identified that we had 25 percent of the members that strongly support Donald Trump, but the majority of our members were Democratic and the majority of the members supported Hillary Clinton, so the Board went and made that endorsement.

In respect of the Donald Trump supporters, and I assume there are some in this crowd, I thought I would give Donald Trump some equal time and run this video. So please run the video.

(Video presented.)

(Applause.)

The video is obviously a joke, but the poll numbers are accurate as to what I described. So in respect to everyone, we all have different political differences. But anyway, I thought we could use a little humor.

(Laughter.)

Next we have the final report from the Constitution Committee. I’ll turn the podium over to Marvin Ragsdale and Darrell LaBoucan.

(Applause.)

COMMITTEE CHAIRMAN RAGSDALE: Thank you, Mr. Chairman. Good morning everybody. We will begin with General Secretary’s Recommendation No. 17.

The Committee reviewed General Secretary’s Recommendation No. 17 to amend Article XXVIII, Special Provisions Governing Shop and Navy Yard Rigger Local Unions Only, Section 14a, Initial Organizing Contract Fund to read as follows:

Section 14a. Each Shop and Navy Yard Rigger Local Union shall pay the sum of one-eighth of one percent (1/8 of 1%) of the applicable hourly wage rate for each hour worked or four dollars ($4.00) per member per month to the Initial Organizing Contract Fund, a separate fund maintained for the purpose of defraying the Local Union’s expenses in obtaining the first initial contract following the organizing of a Shop. The Fund may be used to defray the cost of research, educational material and defense. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

Please note, this action was taken by the General Executive Council and the Committee recommended concurrence with the recommendation, that is to ratify previous action by the GEC in between Conventions.

I move for adoption of the Committee’s recommendation. Thank you.

COMMITTEE SECRETARY LABOUCAN: Mr. Chairman, I second.

GENERAL PRESIDENT DEAN: It’s been properly moved and seconded. Seeing no one at the mic, hearing no one, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY LABOUCAN: Good morning, eh.

(“Eh” from the floor.)

The Constitution Committee reviewed Resolution No. 3 entitled Craft Jurisdiction, submitted by Local No. 89, Cedar Rapids, Iowa and concurs with the intent of the resolution, however, submits the following substitute resolution:

Craft Jurisdiction, amend Article IV, Jurisdiction and Appendix B, General Working Rules, Section 1 of the International Constitution by placing the following additions in alphabetical order:

- Loading and unloading of train cars.
- Track welding.
- Train car repair.
- Train derailments.
- Rigging and hoisting of shipping containers when used in building structures.

Motion to adopt recommendation.

COMMITTEE CHAIRMAN RAGSDALE: I second, Mr. Chairman.

GENERAL PRESIDENT DEAN: It’s been properly moved and seconded on the question.

Seeing no one at the mics, hearing no one, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE SECRETARY LABOUCAN: The Committee reviewed Resolution No. 12, submitted by Local Union 361, Brooklyn, New York, Uncontested Elections, which reads as follows:

WHEREAS: the current provisions of the International Constitution provide for governing rules of two or more candidates running for Local Union Office and/or Delegates to the International Convention. There are no rules of procedure regarding when there is only one candidate running for a position.

THEREFORE, BE IT RESOLVED: that Article XXVI, Constitution Governing All Local Unions—Nomination, Election and Installation of Officers, Section 16g: When there is only one candidate running for a Local Union office or Delegate to the International Convention and there is no other candidate being nominated, the President of the Local Union shall direct the Recording Secretary to cast a unanimous ballot for said candidate of Local Union office or Delegate to the International Convention.

The Committee recommends concurrence with Resolution 12 and I move for adoption of the Committee’s recommendation.

GENERAL PRESIDENT DEAN: The chairman has informed me that he believes the language as submitted is incomplete, so I am going to allow
him to confer with counsel to completely — complete the language if there is an inaccurate version distributed. Bear with me.

Legal clarification. That will be with eligibility determination by the General Secretary’s office. So that resolution, after it’s vetted by the General Secretary and determined that the candidate is eligible to hold office. All other things are in full force and effect. So I just wanted to make that clear. So are we clear on the motion?

All right. It’s been properly made and seconded. All those in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN RAGSDALE: Next is Resolution No. 14. The Constitution Committee reviewed Resolution No. 14, entitled General Executive Council Per Capita Tax, submitted by Local Union No. 86, Seattle, Washington, which can be found on the Resolutions tab on the app.

The Committee discussed the resolution and concurs with the intent, however submits the following substitute resolution for further clarification.

Amend Article XIII, General Executive Council, by adding a new Section 15, which shall read as follows:

Section 15. The General Executive Council shall have the ability to adjust the per capita tax or implement a special per capita tax, if necessary, to organize an industry, territory or employer.

I move for adoption of the Committee’s substitute resolution. Thank you.

COMMITTEE SECRETARY LABOUCAN: I second.

GENERAL PRESIDENT DEAN: It’s been moved and seconded for adoption. Properly before us, seeing no one at the mics, hearing no one, all in favor signify by saying aye.

(Chorus of ayes.)

Any opposed?

(No response.)

The ayes carry.

(Gavel bang.)

COMMITTEE CHAIRMAN RAGSDALE: Mr. Chairman, if I may, I want to express my deepest appreciation to the members of the Constitution Committee. Your professional and respectful approach to our deliberations have made our Committee process work smoothly and become a pleasure during the week of committees as well as the Convention week.

Your combined 1,241 years of experience was evident throughout Committee week and Convention week as well. Brothers and Sisters, that’s 1,241 years of experience on this Committee. Thank you to each of you.

(Applause.)

A special thanks to Maureen Scott, for her tireless efforts and her attention to detail. It was key to our process. Again, thanks, Maureen.

And to my dear friend for all of my adult life known as Captain Canada around here, Darrell LaBoucan, I’m proud to be your friend and brother and I enjoy working with you each and everyday. Thank you Ladies and Gentlemen.

(Applause.)

COMMITTEE SECRETARY LABOUCAN: Likewise, Marvin. And on behalf of the Constitution Committee, we would like to thank Brother Ragsdale for his tireless work and attention to detail. So thank you, Marvin, for your friendship and the great job you did for our Constitution Committee.

GENERAL PRESIDENT DEAN: Thank you Marvin and Darrell and the members of the Committee. We are grateful for the wonderful work you’ve done this week and you are hereby dismissed with our appreciation.

(Applause.)

Chair recognizes delegate at Mic 3.

DELEGATE WALSH: Thank you, Mr. Chairman. Bob Walsh, proud Business Manager of Iron Workers Local 40 in New York, New York. Book No. 696304 and I’m a 53-year member of Local 40 and proud of it.

(Applause.)

First I have to say congratulations to you, Eric, General Secretary Piksa, General Treasurer Evers, all the VP’s, congratulations on your unanimous and free ride. But you know what, it’s not a free ride. You get there because you do the right thing and we know it’s going to continue as well.

And also I have to point out two guys down at the end down there, President Emeritus Hunt and President Emeritus Wise. You put us back on the road to recovery and you made us very proud to be Iron Workers again. Thank you very much, Joe and Walt.

(Applause.)

And on behalf of the Constitution Committee, I’m sure we all want to say the same thing. It was great. It’s really a pleasure to be on the Constitution Committee. You are changing things in our Constitution that these guys that we’re hanging up on pictures on the wall out there did years ago and it’s only to make things better for the individual ironworkers out there.

And to Marvin and Darrell, great bloody job. They did a terrific job for the Constitution Committee and thank you very much for all of that. Thank you, Mr. Chairman.

GENERAL PRESIDENT DEAN: Thank you.

(Applause.)

One of our main tasks this week, as always, is to ensure that we can supply the ironworkers to our industry and the needs for our future. Given America’s changing demographics and given our commitment to social justice, the only way to achieve that is by expanding our Union’s diversity.

Last spring I hired Vicki O’Leary to come work on behalf of IMPACT, the General President, to assist in more diversity through...
our District Councils and on behalf of our employers so we can meet the demands of the industry. She’s done a bang up job. In addition, she was a safety subject matter expert for the City. So we got two bites at the apple as far as her ability to help us grow on diversity and her knowledge assisting Steve Rank.

Donald Trump and some of his followers might not like it, but America’s growing diversity is one of our nation’s strengths and we’ve got to make it one of our Union’s greatest strengths. The following video will help show us how. Please watch.

(Video presented.)

If we could turn the house lights up, will the female delegates and guests, please rise.

(Delegates and guests rise.)

(Appause.)

That number improves every Convention. Congratulations Sisters.

Now I would like to introduce the Convention Coordination Committee for a report. Will Chairman Don Zampa and his Secretary Lee Worley please come to the podium.

COMMITTEE CHAIRMAN ZAMPA: Thank you, General President Dean, General Secretary Piksa, General Treasurer Evers, Vice Presidents, Brothers, Sisters and Guests. The Convention Coordination Committee met Wednesday, Thursday and Friday. All Committee members were present during the activities of the Committee.

Together with the excellent teamwork of our group leaders, under the direction of Committee Secretary Lee Worley, the Committee was responsible for the setup of the history display in the Mirage Center — Mirage Events Center, along with assisting with the setup of the IPAL and IMPACT booths and the wind turbine training display.

Thank you very much to Brother Worley for his hard work and dedication. I would also like to thank all the Committee members for their assistance and professionalism in setting up a fabulous display of our proud history in a very short period of time, it was great working with you.

I’d also like to thank a few people. Kenny Waugh with IMPACT for his advice, experience and knowledge. We couldn’t have done it without you. Another big thanks to Paul Martinez of Local 433, Kurt Johnson, Local 29, Joe Werbeck from 433 for manning the booths since Saturday and guiding all the people who visited our history display and enjoyed the artifacts of our 120-year history.

It’s my understanding that the Committee’s duties are done and I recommend that the Committee be excused — released.

COMMITTEE SECRETARY WORLEY: Mr. Chairman, I second the motion.

GENERAL PRESIDENT DEAN: It’s been moved and seconded to release the Committee from their assignment. All those in favor signify by saying aye.

(Chorus of ayes.)

All those opposed?

(No response.)

Thank you Don and Lee, not only for this report but making this Convention one of the best run and most successful in our history. We are deeply grateful for all you’ve done. You’ll be dismissed with our appreciation.

(Appause.)

Seeing that there is no more business to conduct from the resolutions and actions recommended by the officers, I also want to thank Chairman Steve Sweeney and Bud Cefalu and the entire Grievance Committee. We heard and approved their final report yesterday and we’re grateful for the terrific work you’ve done this week and you are hereby dismissed.

(Appause.)

We’re a little ahead of schedule and I’ve got something hard and fast for 11:00 o’clock so I’m going to ask General Secretary Piksa to assist me in announcing some of the awards that we have—oh, Bernie? I’ll call General Treasurer Evers who has an announcement.

GENERAL TREASURER EVERS: Good morning, I was approached earlier by Bert Royer. He heard a rumor going around the Convention hall that layoff is today.

(Laughter.)

Well, it’s no rumor, it’s true. You are getting your money, you are going down the road.

(Laughter.)

At the conclusion of today’s session, District Council Presidents will receive the delegate packets. District Council Presidents will pick up the envelopes here at the dais and take them back to their tables for distribution to each delegate. If you were a delegate to this Convention you will receive one check containing nine days of wages, your expense check was sent to you in July.

If you served on a Committee, you will receive two checks. I think this is the only time an Iron Worker feels good getting two checks. If you served on a Committee you’ll receive two checks. You’ll receive an additional payment of wages and per diem in accordance with your committee assignments.

For those delegates that enrolled in the electronic payment program, you will receive a copy of your signed delegate voucher form which will serve as your check stub for your payments. The electronic payment files were uploaded to our banks on Tuesday for payment today.

If you served on a Committee, payment for your additional salary and per diem was added to your delegate convention salary.

For U.S. delegates, included in your delegate envelope is a 1099 notice of payment for per diem.

(“Boos” from the floor.)

Hey, look, I’m just doing my job.

(Laughter.)

In Iron Workers’ lingo, I’ve got my end. We have adopted the federal per diem method. Using this system we applied the allowable tax credits that will be deducted from your delegate pay that will reduce the taxable income on your 1099 form that will be issued in January of 2017.

For Canadian delegates, you will receive additional information on conversion of U.S. delegate payments to Canadian dollars. We recommend you include these notices when you prepare your 2016 taxes.

Mr. President, that concludes my announcements.

(Appause.)

GENERAL PRESIDENT DEAN: Everybody likes the pay master. Now I would—you know what, I would like to call Local 155 to the mic, please. The chair recognizes the delegate at Mic 4.

DELEGATE SAVORY: Good afternoon, I guess it’s still morning. President Dean and Delegates, my name is Don Savory, Business Manager, Local 155, Fresno, California. Book No. 1213761.

I stand here today on behalf of my Local and pretty much every delegate in this room. We have a special presentation to make today and a commemorative 43rd Convention clock to raffle.

Before we do that, I would like to thank the Local 155 apprentices and instructors that helped make the clock happen. Also want to thank the delegates from 155 and 118 who helped man the ticket booth and President Dean for allowing us to do this today.

Most of all, a big thank you to every delegate that contributed to this great cause. Some love the clock, but most of all, most only needed to hear that the raffle was to benefit Grace Lenkowski, the unborn child of recently fallen brother Walter Lenkowski, III, a fourth generation Iron Worker, from Local 399, Camden, New Jersey.

God bless his soul and the souls of all the brothers we’ve lost on and off the job. Walter’s uncle, Paul Lenkowski, a delegate of Local 399
here at this 43rd Convention, has started a trust fund for Grace and we are proud to present this check, guys, for $10,516. (Standing ovation.)

Can we get Paul to come over here? Paul’s going to step up here and he wants to say a couple words, guys.

**Delegate Lenkowski:** I’m going to try to say a few words anyways. It’s really heartfelt the way you guys have helped my family and my expected niece. It’s amazing when I tell my brother and sister when I get back home, they’re not going to believe it. Thank you very much, guys. (Standing ovation.)

**General President Dean:** Brother Savoy, do you have the winner of the clock? It’s up here, okay. The clock is up here, so everyone can take a look.

**General Secretary Piksa:** We have from Local 378, Emilio Rivera. (Applause.)

**General President Dean:** General Secretary Piksa has some announcements.

**General Secretary Piksa:** Thank you, General President Dean. Flag winner, U.S., we had Dennis Murry, he’s from Local 444, Joliet, Illinois. (Applause.)

For the Canadian flag we had Robert Gushue, he’s out of Local 764, St. Johns, Eastern Canada. You want to come up? (Applause.)

Okay, we had the Blast or Cast raffle. Angel Dominguez, where is Angel? (Applause.)

Come on up, you’ll be able to make your choice. This is a first, we have drones and the winner is Richard Sweeney, Local 399. (Applause.)

And we have a second drone. We expect these flying over our rally on Friday. So you’ll all be videoed. Local 764 seems to be a lucky number today, Gerald Lane. (Applause.)

I don’t know if they are going to fly them to you or you are going to come pick them up. (Laughter.)

And we had the nice extra add in for everybody from the Tennessee Valley District Council. It’s got a value of $680 at the shooting event. Thank you Tennessee Valley District Council for this additional gift and we have Chris McClain. (Applause.)

Chris is out of Local 86. With that, General President Dean, that’s all I have at this point.

While they are sorting things out I’ll make another announcement. We’ve got a set of winners, as we said, on the drones and they are trying to figure out how they are going to get them to everybody. As you walk along the corridor in the convention area on the entrance of the long walkway, you notice that we have an online training booth, it’s e-learning. We have offered more than 200 courses for members, contractors and even some things there for family members.

We see that as part of our new training models going forward. They will be used in the AR app. The augmented reality. Some of those things will be embedded there. So make sure if you have it, that you stop by there and see what’s available. That’s part of the whole Convention, your eyes, you take a look, you see, you bring back what you see to the membership and so that everybody knows what’s available to them for training, not only for the membership, but the contractors. And then, again, the families can participate in this — and that’s what the electronic world is going to do for us is expand our ability to deliver back to everybody that we are in contact with back home.

President Dean?

Okay. With that we have another introduction, we have Kathleen Wynn. It’s my honor, I would like to read a letter from her, the 25th Premiere of Ontario, the Honorable Kathleen Wynne.

We would like our new officers — I’m going to read this off the actual letter here for you. Our Ontario Local Unions helped elect her to the highest office in Canada’s largest province in 2013 and ever since she’s proven herself more than worthy of our support.

Here’s the letter:

On behalf of the government of Ontario I am delighted to extend warm greetings to everyone attending the 43rd Convention of the International Association of Bridge, Structural and Reinforcing Iron Workers. Ontario depends on skilled tradespeople to help build our modern infrastructure and strengthen our economy.

I wish to commend the members of the Association for the vital work they do and for the pivotal role they play in creating jobs, enhancing productivity and supporting future growth. I also wish to thank all of those that have devoted their time, energy and success to this event.

By providing members of the Association with the opportunity to share the best practices, discuss recent developments and hone their knowledge and expertise, you’re helping to make Ontario a stronger, more connected place.

Please accept my sincere best wishes for a successful and productive Convention. (Applause.)

**General President Dean:** All right. I would like to discuss a little bit about the logistics tomorrow for the rally. Our intention is to assemble from 8:30. Sean, from the mailroom, will have the two vans and we will have coolers with water and Gatorade so that you can hydrate. We are going to use the hall, where the exhibit hall was, to muster at 9:00 o’clock. We have a permit. And we have police escorts.

And we are going to march out the door to the right and out the right and up Sammie Davis, Jr. Drive, not the strip, but the back side. We are going to go up the street to — it’s Fashion Center Drive, you’ll see Trump Tower, you can’t miss it. We are going to then have to turn right and bottle neck into the sidewalk. We will walk in front of, in the crosswalk and right past the building where we have an assembly area and we will have a speaker stand and the culinary workers will make sure there is water on that side.

We want to handle ourselves in a legal and orderly fashion, but we want to be as loud and noisy as possible. We are going to support the culinary workers in their attempt to get a contract. I’ll make some remarks and then we’ll go from there.

I appreciate that anyone, no matter what shape you’re in tonight, if you’re here tomorrow you are getting a delegates check that you participated in the rally, if you’re available. If you are on a plane home, I understand. But if you’re not, I would like to see you here tomorrow. You owe it to the members to make a stand and Dave Kolbe is going to be in charge with his team and we will have a video.

And one of the first things we are going to do is, when we get home, you saw one of the political augmented reality posters, we’ll then tell the members and show them a video chronicle of the march we took and maybe a video of the speakers I am going to migrate now to the app.

So I will see you tomorrow at 8:30, at 9:00 o’clock we hit the bricks. You should be done by 10:00 o’clock and on to sin and vice and whatever else the city has to offer for you. (Laughter.)

All right, onto the app, the General Officers made a decision to build the app to try and advance technology. The first thing you saw when you turned the corner as General Secretary Piksa just talked about is our new online training. We have online training for contractors because they are oftentimes busy
on their regular jobs and they have to do night and work around their regular jobs.

We have online training for aspiring contractors and people moving up because what we're trying to do through IMPACT is do succession planning so that we have people to take over businesses. And so that's a whole college battery of classes that people take online and then ultimately they get lectured and they go to specific classes.

A lot of the Locals are having to expedite with this big ramp up. And we have a core curriculum. So on one side of the booth was the IMPACT online suite of courses and on the other side we've taken our existing curriculum and we've made it available on e-books.

My first child is 30 years old. She went to college, she had an option of some electronic books. My second child pretty much had most of her books when she went to university. My son had everything except his code book for his construction management degree, which he bought for a reference. Everything was online.

Our students today, that's the way they want to learn and that's the direction we need to take it. We still have textbooks. But we converted our books to an e-platform so that we can deliver instruction. I used to go to school in the day and sit in front of an instructor and do my course work.

We have crammed so much core curriculum into our content that we now recognize that work has got to be done in advance of getting to school. So if you haven't stopped by that booth, what we've been able to do is, let's just take the Bible of the ironworker's training, the rigging manual. A student can take his courses and he can take his tests online. That computer will log in the student's time taken toward getting that rigging card, but it will also record into our system the competency of what his score is.

And so it's not going to take the teacher's job away from grading papers, when a student comes to school, if a guy successfully passes his rigging chapter, final or whatnot, when he gets there, the computer is going to be able to tell him where the student has deficiencies.

They don't have to cover what he got right on the test, he or she, but what they missed and they can focus on if they don't have a strong math background or whatever the case is. So we think this is taking us to the next level.

So then you migrate down the hall a little bit and you see all these "scan this picture here."

The app was designed to replace the printing costs of the printed materials and to print the daily newspaper here and to deliver it in a different manner.

The iPad was determined to give you a gift so you can use technology, many of you that are leaders of Locals have them, but many of you are rank and file delegates, e-board members, you might or you might not have one. We thought it would add to the professionalism of you guys doing your job when you go to negotiations and you do various things.

So the app was designed specifically for District—I'm sorry—for the Convention and we're going to re-image the app when we get home. The app is going to get scrunched up and every button that you see is probably going to get converted into one, maybe 2016 Convention button, which you will be able to find everything that you found in here forever.

The reason is we wanted to do it for simplicity for you and I hope this week you found navigating the app got easier and easier as the week went on and the design, they are pretty intuitive and they are helping us here.

So if you look, you always got to start on the top left on the screen, they call that the hamburger, it's like three hash marks. But when you push that you will always go to your menu. When you go to your menu, you've always got to go to the bottom of the screen and update your content no matter where you are.

So you're going to ask me now, what's going to change? When I leave, you know, I was at the Convention, I don't need this material any more. But what it can do now is any kid in apprenticeship school, any member back home, anyone who is not a member yet, we'll always have the information from the 2016 Convention and all you really have to do is go to the Apple store and do 1W, space, 2016 and the app will appear. And you can get it on Samsung devices and you can get it on Apple devices or iPad devices.

And what we wanted to do was to take what we do here, we always put it in a magazine but we wanted to make it transparent on what we did, the business we conducted. And everything, we've had a court reporter recording all that will be sent out in the magazine. That is not going to be added to the menu, but everyone will see what we've done and the work that we've done here.

We are going to throw that all away and then when we go back we are going to turn it into the Iron Workers International app and Lee Worley in the training department is going to have his own button. And when you want to know things about training, you can log on. Dave Kolbe and the political team is going to have a button. IMPACT is going to have a button. All the things that are on the IMPACT app are going to be migrated over — this is the Iron Workers app going forward.

In the augmented reality, we've paid some extra bells and whistles to be able to scan pictures. What we envisioned is an apprenticeship training coordinator goes to a high school career fair, he pulls up a pop up thing about recruitment. And we can put any kind of video we want for recruitment. If he is at a military base, we can put the Helmets to Hardhats video.

And when the guy downloads that app or gal puts it in on his device, scans that photo, that movie will pop up. We will have the ability at Headquarters to change the content and message of what we have, and talk to members.

Now, we hope members go to union meetings and we hope you go back and tell our message. But in the unlikely event that a guy or a gal is too apathetic to attend a union meeting, but they are pretty slick with technology, we can talk directly to the members about the politics, the training, the skills, the certifications.

I've been using this example and the Committee has got to bear with me a little bit for the rest of the delegates. Every year we fight right to work in Missouri. Every year we ask our members to call their legislators. We have the ability, through technology at Geo-Fencing, anyone who has the app that's in the state of Missouri we will be able to send them a notification to call their legislators because at a certain time on a certain date they are going to vote to repeal or implement right to work or support the governor's veto.

So what we're going to be able to do is certainly communicate with our members and not pester the Locals to have to call all the members and blow the bugle. And so we're trying to integrate technology into its fullest.

(Applause.)

So the app was designed by us for this Convention. The future app is going to be designed by you. You don't have free reign to call up the designer and tell them you want something, but through General Secretary Piksa's department, IT works for him. And IT will work with our third-party vendor that made this and we can make this as functioning as we need it to be and what you think it needs that it might be lacking.

So you've got to put your thinking caps on when you go home and figure out how do we communicate to members, how do we use this app in a better, meaningful manner and then that way a kid five years from now walks into apprenticeship school—I forgot about one more thing, all those posters that we have on the panels when you come in, there is five of them, I liken the picture or I think about the
picture that says, You can do drugs and you can do iron, but you can’t do both and it’s got a guy with a needle laying there. I’ve seen it in every Iron Worker union hall that I’ve ever been in. That poster lives in infamy.

So I thought maybe we would come up with current and new relevant posters and we are going to distribute those. And if it has that little logo of scan here, as long as you have the app, somebody will be able to scan that political thing and we will be able to tell a message. And you might be able to want to tell your own political message within your hall that’s special to your province or your state or your city and have the kids get all excited about that. When I say kids, the apprentices.

As far as recruiting, you will be able to have that and change the message how you want. As far as safety goes, Steve Rank will continue to put information out. Right now we have the Deadly Dozen, but we will continually refresh the safety content so we can continue to preach and practice safety and talk to our members independently.

Now, I know not everyone is going to have the app, but it’s another method, it’s the way of the future and we are going to use technology. The job line, boomers are going to be able to get a push notification. So I don’t bother you any more about — I’m going to continue to bother you for a time on Atlanta’s need for men for their stadium, because I promised Brian Isabel that we would help Atlanta man that job and it’s just a compressed schedule.

But every week, you notice, if you’re a Business Manager, I send you a notice that there is another call for men. Please find out if you’ve got anybody loafing that wants to go down on the job and man the work. Because we need real deal Iron Workers over there.

The issue is, now we’ll be able to take it and send it to anyone who has got an app and let them know there is a 7-12 hook on job, welding job, nuke jobs and so our whole job line is going to be migrated to the app in addition.

So we see so many possibilities that we’re really excited about bringing it. Even the slowest and least technologically able Committee members have told me they have been able to navigate the app. The hardest part here was they don’t have enough bandwidth to just instantly do things in this hall. But if you had it in your room — raise your hand if you think you had major difficulties so that I can see a percentage, I need to report back. No major difficulties? Everyone found it easy to use? Raise your hand if you found it easy to use. All right. There you go, so simple even an Iron Worker can use it.

(Laughter.)

That’s what I told the app designer. So we’re extremely, extremely excited about that.

Now, Rick are we ready to run that other video?

I gave Mrs. Kratzer, I moved her off the 8:30 time slot to the 11:00 o’clock time slot and we went too fast today. All set.

Last year the Canadian — as we formed the Canadian RABs after the last Convention, the contractors and the labor unions wanted to come up with a national marketing campaign. So one of the issues that we’ve done is we put a branding initiative in to go coast-to-coast. So I would like you to watch the video. It’s part of their marketing campaign.

(Video presented.)

(Approval.)

I’m going to ask if there are any Local Unions that are prepared to give a report or presentation this afternoon, if they want to go flick a light switch on, we’ll accommodate you now. (No response.) Perfect.

(Laughter.)

I’m going to ask you to give me a 15-minute break. And then they’ll be down and we’ll get you set up. Okay? Just mingle about. (Break taken.)

I’ve told you all week how proud I am to serve with the General Executive Council, these are can-do guys up here. After the political announcement, I’m pleased to report, Robert Boskovich, we have a hundred percent compliance for the IPAL donations out of the Chicago District Council.

(Approval.)

And General Vice President Hurley — and another Local, another District Council became 100 percent compliant.

I’m pleased to have a guest speaker, he is someone I work with closely in Washington, Randy DeFrehn is the Executive Director of the National Coordinating Committee for Multiemployer Plans. President McGarvey asked me to replace President Wise as Secretary on the Committee. President McGarvey is the chairman and we meet with industry stakeholders to seek solutions to the multiproblem pension problems that plague our industry.

And Randy is probably, in my opinion — Randy used to work for the Iron Workers as the pension administrator when I first hired on back in 1999. But President West, and I believe it was — who was the Building Trades? Ed Sullivan, shifted him from the Iron Workers pension administrator over to the National Coordinating Committee as our Executive Director.

I have testified on Congress on behalf of multiproblem pension relief. I have seen Randy everywhere I go he speaks. He is the single most knowledgeable subject matter expert without a note, fact or figure. He knows our industry better than anyone, so I would like to bring up Randy DeFrehn. (_Approval.)

NCCMP EXECUTIVE DIRECTOR DeFrehn: Thank you. Thank you, President Dean, thank you, all. I feel like I’m home. It’s good to see everybody here. As Eric mentioned, we’ve been dealing with a lot of pension issues. The NCCMP, for those of you who aren’t familiar with us, is the only advocacy group that represents the interests of our pension funds as well as our health benefit programs.

Many of you have heard of the International Foundation for Employee Benefit Plans. It’s an important organization, they do a good job from an educational standpoint. But their tax qualification prohibits them from being advocates. Ours is just the opposite. Our is a 501(c)(4). We are the advocates.

And over the 40 years that the NCCMP has been around, we’ve been very effective in trying to deliver the message, your message to Congress and the agencies that regulate our pension and health benefit programs. We continue to do that with a greater sense of urgency over the past few years. As you all remember, before 2000 many of our pension plans would be told by their actuaries, Well, you have a problem here, you have too much money coming in and your employers aren’t going to be able to take a current tax deduction on those contributions. So your problem was to find a way to spend the money.

We tried to work with the IRS to tell them that applying those rules was shortsighted. We all found out how shortsighted that was in the early part of this century.

We’ve engaged over the past years with your support and your assistance, in working with your local and state — or excuse me, your local elected representatives, both in the Congress and in the Senate, to make sure that some of the problems that have arisen from those days and the market declines that we’ve faced, have been addressed in a way that we are able to take care of our elected representatives.

Some of you have talked recently about the ability to have self help. That was passed in a law that has gotten a lot of criticism. It was called the Multiemployer Relief — Reform Act of 2014. Klein-Miller people talk about it.

Klein-Miller has gotten a bad rap. They were the people, the legislators, who spearheaded the act for us to get through Congress.
recommendations of a collection of representatives from labor and management who made recommendations for pension reform to allow our plans to survive and to try to keep the employers in the system.

Many of you recall when the Financial Accounting Standards Board changed their rules a couple of years ago, it made it much more difficult for our employers to access their credit markets. And so many of them, in a lot of the different specialty employer associations were making plans to abandon their DB plans and move to 401(k)’s.

One of the pieces of the legislation that got passed was to put together a new model, what’s called a composite plan. The plans that feel it is necessary to go in that direction would have a new tool. It was a voluntary tool. And we are currently working with Congress to try to get that done before the end of this term.

I want to mention one thing with respect to that Klein-Miller Act, though, that has gotten a lot of misinterpretation. The press is handling it in a way that certainly wasn’t intended. That group that put together the recommendations for pension reform did so in a way that would allow these plans that were facing insolvency to survive. Another voluntary effort that would give trustees tools that instead of going insolvent, having their plans go to the pension benefit guarantee corporation where we all know the benefits that are provided there are pretty meager, if they were able to provide higher benefits, preserving benefits above what they would get if they went to the guarantee and still remain solvent, then they had these tools.

What have you heard about in the press? You’ve heard all that bill did was provide plan trustees with the ability to slash pensioner’s benefits to cut, to cut, to cut. That was exactly the opposite of what that was intended to do and what it can do.

You have two plans pending before Treasury right now who have asked for the authority to take care of their own problems and even though it’s painful, it’s still better for the participants in the long run than to allow the plan to fail and go to the Pension Benefit Guarantee Corporation. And I keep saying Pension Benefit Guarantee Corporation like the word “guarantee” means something. These days it really doesn’t.

PBGC, even without some of the more onerous things that they’re facing right now, some of the bigger plans that are headed their way, is projected to be insolvent itself by 2024. And so one of the other things that we’re struggling with right now is how to deal with that impending insolvency.

The administration has a proposal that would take the premiums that you now pay, which are currently at $27 per person, per year, it would take it to as high as $156 per person, per year. And if you think about it in terms of who pays that, when we commit the investment earnings from our funds in terms of our funding, that’s all spoken for already, right?

So what about the two-thirds or the 60 percent of people who are either inactive or pensioners, where does that money come from, that $156? It comes from the actives. So what does that mean? It means that effectively the premium for actives could be $400 or more.

Now, we all know this is a crazy proposal. Because what we’ve tried to do over the years is keep our employers in the system to provide a bridge, to allow those employers to stay in the system through the traditional system or through the new composite approach. And because of some of the things that are going on with PBGC right now, we’re struggling with how we can keep those employers in whenever they’re seeing costs rise and they’re in a voluntary system where they have to make contributions to our plans—they don’t have to make them, they make them because they are signatory.

Just to give you a quick overview of what the administration has proposed, they’ve said that our system, which now produces about $280 million a year in premiums at $27 a head, they want it go to $1.5 billion for each year over the next 10 years. They want $15 billion over the next ten years. They want the PBGC to be able to set their own rates and those rates would be based on the risks presented in the plans.

Let me tell you about the most risky plan in the system. It’s called the Central States Teamsters. Central States Teamsters was given an opportunity to save themselves and those trustees did the right thing in formulating a proposal that would allow that plan to be saved. Their current PBGC premiums amount to about $11 million a year. If you apply the proposal that’s put out there with the risk premium as well, they would be paying $250 million a year just in PBGC premiums. And this is a plan that’s also headed for insolvency, like the PBGC, by 2026.

One last piece that the administration threw out there, that we—I think you’ll all see the folly in it is that they want to apply an exit fee to every employer who leaves the multiemployer defined benefit system. And for those of you who have ever tried to negotiate a contract with a new employer and they say, I would be glad to sign, but you have this withdrawal liability thing over here. We’re not going to do that. This spreads withdrawal liability to every employer in the system. And what we’ve told the administration, directly, and with no uncertain terms, you’re chasing employers out of the system. We’re not going to let that happen.

We are doing everything we can to come up with a proposal again, a broad-based proposal that’s not just from the construction industry, but all the multiemployer system in order to address the problems with the PBGC.

So you can see, we have our work cut out for us. Doesn’t even mention what we’re doing with the Affordable Care Act or what we might be able to do under a new administration. But it really comes back to how important what you do to support our work is.

For those of you who are members and have been members, I thank you from the bottom of my heart and every participant in a multiemployer plan is doing the same.

For those of you who aren’t, recognize that what we’re doing is an extremely expensive proposition. It takes a lot of effort to try to get something through this essentially dysfunctional Congress these days and to work with the administration as well.

And so if you’re not members, I would urge you to consider joining, to talk to your fellow trustees and impress upon them how important it is to be part of the fight and not simply go to some conference somewhere where you are told about how bad things are, but step up to the plate and help amend the rules and shape the rules so that they are most favorable to our plans.

I appreciate the invitation to step up here and speak today. Eric. Thank you, so much. Guys, it was great seeing you again. Take care. Thank you very much.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you Randy, it’s a pleasure working with you every day in Washington. And before—I’ll entertain any questions, if I see anybody light up the mics because you don’t get a subject matter expert or you are going to have to fly to this year’s conference in San Diego, so free of no dues, if there are no pension questions.

All right. With that, Randy, we have a clock. It’s an Iron Workers clock that we’ve given to every speaker and we’ll mail it to you and we’ll make sure we get it to your office. And as always, we thank you for what you’ve done on a daily basis. All right. Please watch this video.
FOURTH DAY

Thursday, August 25, 2016

AFTERNOON SESSION

The Convention reconvened at 1:00 p.m. on Thursday, August 25, 2016.

GENERAL PRESIDENT DEAN: Brother and Sisters please take your seat. I hereby call the Convention to order.

I’m going to ask for a personal point of privilege. Will the Sergeant-at-Arms please escort Craig Satalic to the podium.

This is my buddy, Craig, this is Beaver’s son.

This guy, this young man has been to more Iron Worker events than any one of you probably in this crowd. He’s been to Washtenaw. He’s been to San Diego. He’s been to past Conventions and he’s been to previous IMPACT meetings. And so if you’ll honor me, I would like to make a motion to make him an Honorary Alternate Delegate from Iron Workers Local 1, Chicago.

HONORARY DELEGATE SATALIC: All right. I like you a lot here. Thank you.

GENERAL PRESIDENT DEAN: Thank you, so I made the motion. I need a second.

HONORARY DELEGATE SATALIC: Not yet, but I will get it later. I want to tell you thank you, General President Dean, and Delegates and I like Iron Workers so.

GENERAL PRESIDENT DEAN: You’re the man.

HONORARY DELEGATE SATALIC: Thanks a lot.

GENERAL PRESIDENT DEAN: Your seat’s over there.

MRS. SHELLY KRATZER: I just want to thank you for this award and I know George would be truly honored. He would think himself not deserving of this honor because he would tell you he was just doing his job the best he knew how.

He loved being an Iron Worker. He was a great, great man, a wonderful husband, father and grandfather. We miss him more every day. And I want to thank you all for your hospitality. And he always called us his girls, we were his girls. But he was our hero. Thank you very much.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Bill Woodward’s secretary, Donya, who was George’s secretary helped me acquire all those pictures.

It was probably the worst day of my career as a General Secretary when I got that phone call. President Wise was out of the country and I did not know what to do. But eventually I got in touch with Mr. Wise and he asked me to call the General Executive Council.

It’s tough when you lose a brother, whether they are retired or not. But we haven’t lost a sitting Vice President in a long period of time. So we thought this was a fitting honor and we wanted to bring the family here. We think that will commemorate George’s memory for a long time.

(Applause.)

The Convention stands in recess until 1:00 o’clock.

(Whereupon, a lunch recess was taken.)
Please run the slide show.
Delegate at Speaker 3.

**DELEGATE SATALIC:** Thank you, Chairman. Thank you, Delegates. Thank you.

*(Applause.)*

**GENERAL PRESIDENT DEAN:** You’re welcome.

Max Price is retired now, but he was a Business Agent for Local 433 of Las Vegas and Los Angeles for many years.

Max was always known for taking care of his own and making sure boomers had a place to stay when they came to town and money in their pocket when they left. Plus, he did a lot for the community here in Las Vegas.

For 20 years, he hosted Christmas parties for the children at the Frontier Hotel.

Mike and Local 433, Brothers and Sisters, would like to say a few words.

**DELEGATE SIVELY:** Thank you, Eric. I would like to thank all of you for allowing us this opportunity to recognize Max.

First, let me as the Host Local thank you on behalf of 433 for being here and welcome to 433 country.

My name is Mike Silvey. I’m Business Manager and Financial Secretary-Treasurer of 433 of Los Angeles and Las Vegas. I’m up here to recognize one of our own an icon of Las Vegas and an Iron Worker of Local 433.

I’m going to do the best I can, I won’t be as articulate or as eloquent as this man deserves, I know, but I’m going to give it my best shot.

Most of us will not be remembered long after we’re gone. I wonder if the guy who is eating lunch on that beam back there, when the picture was taken realized that they would be remembered now at this Convention decades after the photograph was taken, but because most of us won’t be remembered in such an iconic way, I ask that you join me in honoring one that is a part of the history of Las Vegas.

Max Price, Book No. 601457, served as Business Agent for Las Vegas for 50 years and this is his town. I wanted to talk about all the things he’s done for this great Organization. I’ve heard these stories over the years that now become legend within 433.

There is a story of how a 300-foot wide steel structure disappeared overnight.

Seriously, we were walking picket on that job for two-and-a-half months and the guys showed up the next morning or one morning to walk picket and the structure was gone. I wonder how that happened. Okay.

*(Laughter.)*

Then there’s a story of the poor gentleman that was not taking the right pictures and ate a 35-millimeter camera, but he was okay after a few days in the hospital while in Las Vegas.

And then there was the untimely explosion of a restaurant but you know what, we won’t go into details; we don’t want the FBI here.

Although, there is one story I liked is the way they used to do the pre-job meetings, they’d have them out in the middle of the desert where nobody is around for miles. I understand they had a little bit better luck getting the work assignments they wanted especially when they’d take the contractor out there in the trunk of their car.

*(Laughter.)*

Then Max’ nemesis, over the years was a company called Chris Crane. There was a lot of dust ups between his men and the Iron Workers, but Max took care of it. When it came to the judicial fallout that would follow these issues, I guess, he ran the judicial issues like a dry cleaner; if you could get your Iron Workers booked and in jail by 10:00 a.m., he would have them back out fresh to you by noon ready for Round 2.

So as Eric had mentioned, sometimes our brothers outline everyone around them and they end up alone with no relatives close or maybe no one that cares. Max is the guy that goes to the hospital and holds their hand, gives them emotional support, financial support, has over the years when he needs it, as Eric mentioned, gives them a place to stay out in Sandy Valley, which is where Max lives, not very far from here.

And when it’s time, he makes the final—their final arrangements, sometimes out of his own pocket. There are not enough words to say what this man does and how he actually cares for people. Everybody can say they care and they call each other brothers; Max walks the walk and he always had.

So let’s go back in time to 1954 Hammond, Indiana, Local 395. That’s where Max started out. How about that?

*(Applause.)*

Max worked on the bridges there the Indiana Tollway, the Chicago Skyway and other projects in Local 1.

While he was there, he met Sylvia and they were married in 1956 down in Corinth, Mississippi. There was a reason they were married in Corinth, Mississippi because Sylvia’s parents I guess didn’t care too much for Iron Workers and Sylvia was a bit too young.

*(Laughter.)*

So they started out their career, just the two of them newlyweds, running from the law.

*(Laughter.)*

Sound familiar to anybody in here?

Anyway, you think about that, I spent time in my life booming and not really knowing what comes next, what job is next.

And there was a local band from Los Angeles we’re all pretty proud of, a band called The Eagles, and these are the words from one of their songs: “They packed up their hopes and dreams like a refugee just like their fathers did from across the sea.”

Sylvia is at his side today. Although, in all honesty, I have to tell you there was a few breaks in service there, okay.

Max transferred into 433 in ’62 after he got out of the Navy and has been an active part of 433 and been involved here in the community of Las Vegas for some time.

He has done many things. He built 25 steel beds for the homeless shelters. He built clothing racks for the Opportunity Village, and he started the Local 433 Easter egg hunt for the children, which is a tradition we proudly carry on to this day.

I thank this body from the bottom of my heart and ask each one of you to recognize this man now and to remember him far into the future each time you visit Las Vegas.

Without any more words, here is Max Price and his wife, Sylvia. He is one of us. Please honor him.

*(Standing ovation.)*

**RETIREE PRICE:** Thank you. Thank you very much. I want to thank our General President, General Secretary, all the General Vice Presidents, General Treasurer for this great day. It’s a great day for me. And, of course, Mike Silvey’s introduction, I greatly appreciate.

I did break in in Chicago, and I learned so much from the hands. There is one hand that’s always been outstanding in my mind for over 50 years, I would like to recognize Howard Norberg, who was Business Manager for Local 444 and —

*(Applause.)*

Howard and I worked a couple jobs together, a few jobs, but that Hammond — for any south coast there at 22nd first on the powerhouse and, of course, portions of the Skyway. I ain’t going to dwell on everything, but Bob Boskovich and prior to him, the last 20-plus years Local 1 has always invited my wife and I to their dinners here in Las Vegas when they come to town. And, Bosco, I greatly appreciate it.

*(Applause.)*

Anyway, I’m proud of our children. My son should be here I hope he is, Max. My daughter here, Darlene; and of course, Cheryl, Billy and Mike. They’re all good kids.
Some of them—you know, my old man used to tell me and my mother, “When they’re small they step on your toes, when they grow up, they step on your heart.” That’s kind of true, but we’ve got to just realize brothers, all we got is each other. Let’s stay together. We are going to have our differences, but keep them in-house. Don’t take them out in the street. It’s nobody’s goddamn business but the Iron Workers. Thank you.

(Applause.)

GENERAL PRESIDENT DEAN: The Iron Workers International always presents a chrome beam to someone at a significant time in their career.

And this is presented to Max Price Membership No. 601457. Few have given so completely of their life to this Union, and its members. Your name will forever be prominent in the history of Local 433 given the profound appreciation of your contribution to all of us. Eric Dean, General President; Ron Piksa, General Secretary and Bernie Evers, General Treasurer. Max, thank you.

RETIRE PRICE: Thank you.

(Standing ovation.)

You want to say something.

MRS. PRICE: I would like to thank you all you Iron Workers for taking care of this great man. Thank you, so much.

(Applause.)

RETIRE PRICE: And thank you Local 433 and Chicago and just, God bless you, Iron Workers, and I love you. And hang in there, Brothers. Keep it in-house.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Just bear with us we are going to get a couple pictures with their group.

Thank you.

You know our two countries often face natural disasters that impose sudden, unexpected hardships on our members, but when catastrophe strikes, they’re not on their own.

Through the kindness and generosity of our Local Unions, we have a Disaster Relief Fund run by General Treasurer Evers to help our brothers and sisters through trying times.

While it may not be much, it is an effort to support families who in the blink of an eye had lost everything.

We recently saw the devastating fires at Fort McMurray affecting so many Iron Workers and other building trades members.

And over the last two weeks, we have witnessed a historic flooding in Baton Rouge, Louisiana.

I would like to extend our prayers to the members of Local 623, Baton Rouge, for a swift recovery. And beyond that, we’re extending our support because Iron Workers have each other’s backs.

I encourage and remind everyone here to donate through your Executive Boards to our Disaster Relief Fund when you go back home and please encourage your brothers and sisters to do the same. So Iron Workers can continue to help Iron Workers and their families. Your generous support is greatly appreciated.

(Applause.)

Now, if there are any other Local Unions that want to make presentations, please come up to the podium because this is your opportunity to speak.

Brothers and Sisters, we had one hell of a good week together. I couldn’t be prouder of what we have accomplished at the Convention and the great character we’ve shown as Iron Workers.

The following video provides a good recap of what we have done and it’s an opportunity to savor the spirit of the week.

Please watch.

(Video presented.)

(Standing ovation.)

Before I bring General Treasurer Evers back to the podium, I would like to tell you this, I could not have picked a more loyal, dedicated and hard working partner to serve as a General Treasurer.

Bernie Evers and Ron Piksa and I were all hired on to the International Staff at the same time. And as we rose through the ranks together, it was clear we have many people who could have ably served in these positions. Talent is not in short supply at the Iron Workers. However Bernie has demonstrated through his commitment, perseverance and reliability he’s clearly the right person for the job.

Any General Treasurer must have impeccable character, integrity and trustworthiness. Bernie has all these qualities in spades.

So, Bernie, thank you for being who you are. And for your brilliant performance in office. I’m fortunate as all Iron Workers are to have you as their General Treasurer.

Bernie.

(Standing ovation.)

GENERAL TREASURER EVERS: Thank you. I greatly appreciate it. Thank you.

I would like to start by thanking you, the delegates to this Convention for the honor and the privilege you have bestowed onto me and the officers of this great International Union.

To General President Dean, I thank you for the confidence and trust you have placed in me for the appointment as General Treasurer.

And General Secretary Piksa, General President Emeriti Joe Hunt, Walt Wise, Vice Presidents Jay Hurley and the entire Executive Council, I thank you for your support and for your leadership for our members.

And to my wife, Trish, my daughter Samantha, my son, Bernie, I greatly appreciate your support and understanding over the years. Thank you very much. And to my mother, who is here today, thank you for instilling your work ethic into my siblings and me that you expected, teaching and leading by example. Thanks, Ma.

(Applause.)

I would also like to thank and introduce to you and my staff that’s here with me from Washington, D.C.

First, Terry Suite, Executive Assistant.

(Applause.)

Jonathon Hammond, Assistant Controller.

(Applause.)

Sean Duritsa and Linell Hawkins, they work in the mailroom but they were keeping things on the road here.

(Applause.)

Back in D.C. we have Melat Esayas, Tracy McCoy, Jamie Wilhelm, Tina Spriggs, Earline Morgan, Helen Gunn and John Capitelli.

(Applause.)

And there is a very special person I would really like to say thank you to. Gaye Schmidt. Gaye will be retiring before the next Convention. She has worked tirelessly on behalf of the General Treasurer’s office and this International. So I would like to personally thank her for what she has done and on behalf of myself and all the General Presidents and General Secretaries and General Treasurers you worked with, congratulations on your future retirement. You really deserve it. Thank you so much.

(Applause.)

This week has had many challenges. You, the delegates at this 43rd Convention have set the direction for this International for years to come. Issues of great importance have been discussed and debated. Although heated at times, our commitment was for the betterment of the ironworker and this International Union.

But when that last gavel sounds and this Convention is adjourned, we will leave as one. Over the next five years we will be faced with internal issues and external challenges for which tough decisions will have to be made.

We may not always see eye to eye, but in times of need, when our members’ livelihood
and this Union is threatened in any way, we will have each others’ back. Remember, we are Iron Workers first.

(Applause.)

There is nothing easy about our trade, but because of the work we do, our members are well respected in the construction industry and admired by the general public.

We take pride in our craft. We take pride in who we are, union ironworkers.

As for the General Treasurer’s office, we have made changes to limit spendings and we will continue to monitor expenses in an effort to avoid any financial burden to our members.

We are in the process of developing training programs for union trustees, standardizing procedures and oversight to better safeguard the assets of our Local Unions.

Also, we have affiliated with financial institutions to track union investments. Projects being built with union funds should not be awarded to contractors that exploit workers.

(Applause.)

We have witnessed workers being denied the use of restroom facilities during working hours, workers being hurt on the job being denied workers’ compensation. We have even seen fraudulent welding certification being used on school construction projects. We know this because the workers have told us.

Good contractors can’t compete in this environment. Organizing is a must. If you’re not organizing, you are doing a great disservice to our members. Any worker employed in our trade deserves the opportunity to be part of our Union.

(Applause.)

Only by organizing can we give our members the best wages, benefits and working conditions they deserve.

Now, I just want to touch a little bit on politics. To be honest, I watched the presidential primaries with some concern, never knowing what was going to be said and by which candidate.

We witnessed with the rest of the world as candidates for the most powerful position resort to name calling and degrading each other’s families.

Now, it’s down to two candidates: Hillary Clinton and Donald Trump.

Now, we have friends in both political parties, whether Democrats or Republicans, but I think the choice is clear.

Hillary Clinton knows the Iron Workers. She has asked our General President to appear with her on several occasions.

At the Building Trades Conference she named the Iron Workers several times in her speech. She stated, should she become president, in the Oval Office will be an iron cross. That iron cross was given to her by an Iron Worker. The Iron Worker made that cross from the wreckage of 9/11.

Then Senator Clinton took the leading role in the investigation in addressing health and respiratory issues affecting first responders and construction workers during the clean up at Ground Zero.

You heard from Senator Tim Kaine, possible Vice President of the United States. He spoke on his personal relationships with the Iron Workers. His father even sat on our Shopmen’s Pension Board. He knows our issues and I have witnessed firsthand his commitment to us.

In comparison, we have Donald Trump. Trump supports right to work—a law that prohibits union security clauses in contracts between labor unions and employers.

Republican leadership has called Trump’s remarks dangerous for not possibly supporting NATO allies if Russia attacks. And then Donald Trump actually goes out and praises Putin.

As you heard from Will Fischer, Trump even attacked a Gold Star family that paid the ultimate sacrifice. And Trump has even had the audacity to mock Senator John McCain for not being a war hero because he was taken captive. Senator John McCain was held captive, tortured for over five years in Vietnam. Now, you don’t have to agree with Senator McCain’s views, but no one should question Senator McCain’s service to this country or any other man or woman that is wearing the uniform or has worn the uniform of this country or Canada.

(Applause.)

Fischer also stated that Trump was granted multiple student deferments during the course of the Vietnam War, and still Donald Trump praises Vladimir Putin.

Now, what I find troubling is every time Trump makes a ridiculous statement, Republican elected officials reprimand their party’s candidate, but continue an allegiance to the Republican party.

Time and time again they denounce Trump’s words and actions, but remain loyal to the Republican party. So what I would like to ask our Republican leaders, at what point does this country—at what point does this country—at what point does this country come first over political party?

(Applause.)

Elected officials are sent to Washington, D.C. to represent the people of this great nation.

The first words in the United States Constitution are “we the people” and it goes on to say, “we the people in order to form a more perfect union.” Nowhere does it state a loyalty to a political party. But because of the actions at this Convention, together we will take on those political leaders who place political parties and profits over country and workers and together we will organize those unrepresented workers giving them an opportunity, and together we will continue to represent the hardest working men and women in the labor movement, the Iron Workers.

Thank you very much. God bless you. God bless our two countries, and God bless the Iron Workers.

(Standing ovation.)

GENERAL PRESIDENT DEAN: Thank you, Bernie. And I would like to add my thanks to your wonderful staff.

Now, another point of privilege before I bring General Secretary Ron Piksa back to the podium, I want to echo the comments made by General Treasurer Evers. As I said on Tuesday, I cannot and will not run this Union alone. I rely strongly on Ron’s experience, wisdom and professionalism to help implement the changes that will lift our International Union to the next level.

It’s always been a privilege to serve with Ron, and all the more so in the current positions. He always puts our Union first and our members first, and I’m grateful for his leadership and support. So now, it’s my honor to call on my partner, my right-hand man, General Secretary Ron Piksa.

(Standing ovation.)

GENERAL SECRETARY PIKSA: Thank you. Thank you, General President Dean.

General President Dean, General Treasurer Evers, members of the General Executive Council and my Brother and Sister Iron Workers, thank you for making this 43rd International Convention a tremendous success and thank you for electing me General Secretary.

(Applause.)

In 2000 — thank you.

In 2014, General President Wise appointed me to the position of General Treasurer, and I moved from the State of Washington to the nation’s capital, Washington, D.C. And in 2015, General President Dean asked me to be part of his team as General Secretary.

I would like to take this time and this opportunity to express my gratitude and I would like to do that by thanking a few of the many people that have helped me in these transitions.
Kevin Byrnes.
(Applause.)
My Executive Assistant and Chief of Staff to the General President. I would like to thank Kevin for the many hours he has worked on behalf of the membership, as well as assisting me with the day-to-day operation of the General Secretary’s office. He has been a great asset to our Union and I’m very grateful for his assistance.

At this time, I would like to introduce the General Secretary staff that is working here at the Convention. They’re coming up now.

Debbie Teta, my Administrative Assistant.
(Applause.)

Debbie has 36 years of service to this International. Her career began in the District Council of the Mid-Atlantic States. She joined the General Secretary’s office and she has worked for eight General Secretaries. In fact, one of her bosses is sitting in the VIP guest position, General Secretary LeRoy Worley.

Debbie —
(Applause.)
And, of course, General President Emeritus Walter Wise and then our current President Eric Dean, and so these are the recent General Secretaries that she’s worked for.

I wish Debbie the best in her retirement. She’ll be retiring July, 2017. We wish her a happy retirement and many safe and enjoyable cruises in the future. Thank you, Debbie.
(Applause.)
Maureen Scott. Maureen.
(Applause.)

Maureen has worked 30 years for the Iron Workers International and she began her career by working in the General Secretary’s office and she has also worked for eight General Secretaries.

Maureen is called the By-Laws specialist as a lot of you have seen during the week, especially those on Committees that have sought her for advice and assistance while putting the agendas together.

Kathleen Provencaal.
(Applause.)

Kathleen has worked for the Iron Workers International for 23 years. She began her career in Local 201, Washington, D.C.

Kathleen migrated to the Iron Workers International working in the General Secretary’s office. Kathleen will be retiring October, 2016, just about the time we get out of this place. We wish her a long and healthy retirement and many enjoyable trips to Arizona to visit her daughter, son-in-law and grandchildren.

Thank you, Kathleen.
(Applause.)

Jim Bonanno.
(Applause.)

Jim has been with the International 37 years and there is probably not a person in this room that’s running a Local Union that hasn’t had Jim on the phone — and at least if it wasn’t you, it was your secretary or your staff.

He’s been a valuable asset throughout these years, assisting the International as well as many of the Local Unions, District Councils in assisting them with putting in a better computer system. Jim will be retiring December, 2016. In his retirement we wish him many clear and sunny days riding his bike.

Thank you, Jim.
(Applause.)

Tim Strecker, the new addition to the IT team.
(Applause.)

Tim will be the IT Director and he will be replacing Jim upon his retirement.

Hank Rupprecht.
(Applause.)

Hank and Jim were at the officers training when we were doing it in Maryland. I think there are a few people out there that remember them when they were transitioning us all into the Gemini era. That is not going to make it anymore and they have conceded that they have had enough and they’re turning it over into new hands. But anyway, Hank has worked for the Iron Workers International for 30 years and he, too, has helped bring the International, the Local Unions all into the computer world.

Hank will be retiring in the near future and we wish Hank the best in the years to come. And we know where he’ll be; he’ll be rooting for his favorite sports teams. Thank you.

(Applause.)

Brian Caskey will be replacing Hank upon his retirement.

Brian.
(Applause.)

Brian has been with the International 15 years, done a great job up to this point and we know he’ll do a fantastic job in his new position.

These people work hard for the Iron Workers each and every day and they deserve our recognition. Please give a round of applause for all of them.

(Applause.)

Now, I would like to take and introduce the rest of my staff back at Headquarters, Cheri Rice-Blackburn, who will also be retiring shortly in June, 2017. A lot of you worked with Cheri over the years and she’s been instrumental in the scholarship program over the years.

(Applause.)

Denise Cox, Ann Hacker, Alexa Van-Landingham, Melonie Collins, and Sanjay Attray. I appreciate all that they do for the membership, and for me.

I would also like to take this time thank some of the staff in the General Treasurer’s Department. When I first came to the International I was hired by Walter Wise as General Treasurer and Gaye Schmidt, Terry Suite and especially retired General Treasurer Ed McHugh played a great hand in orientating me and getting me started. And I’d like to make this comment, if you can work for Ed McHugh, you can work for anybody.

(Applause.)

But like the other General Officers, I require a support staff not just at work, but at home. And I’m so deeply grateful for the loving support of my wife Kathy. She has stood by me through thick and thin, made possible my work as an apprenticeship journeyman and service to our Union could not have been done without her or our relocation to Washington, D.C. She’s the best partner an Iron Worker could ever have.

(Applause.)

And I know this will get her but this is true, I’m in love with her as much as I was the day I met her in high school.

(Applause.)

Our son Benjamin, who you all have met here who nominated me for this great position, Nicholas and our daughter Tamara have turned out to be wonderful adults and Kathy had more than a little something to do with that.

I’d like to thank General President Emeritus Walter Wise, retired General Treasurer Ed McHugh and Retired General Organizer Joe Ward for supporting me throughout the years. There is some turmoil at times in everybody’s career path and all of those people were a great support to me and they helped me through some times where you really need advice as an Iron Worker. And I am so proud to say that I have worked with each and every one of them. And I will honestly say they are some of the best Iron Workers I have ever met.

The move from the State of Washington to Washington, D.C. has been an eye-opening experience.

But for all the differences between the two Washingtons, one thing is exactly the same: our outstanding Organization, the skill and professionalism of Iron Workers, our members’ grit and tenacity, their unbreakable spirit and pride in our trade.

No other trade has more solidarity with one another than the Iron Workers do. I see...
Iron Workers in action all across the United States and Canada and it’s simply inspirational.

Today, at the close of this Convention, we look forward to the challenges of the future. President Dean has armed us with a strong strategic plan to get us there.

We’re going to keep making safety our top priority. We’re going to keep strengthening our members’ standards of living by fighting for better wages, protecting their health and welfare, retirement security, and expanding their work opportunities.

We’re going to keep making technology improvements to stay ahead of the changes to maximize our members’ productivity.

We’re going to reach out to more unrepresented workers and expand our Union’s diversity.

Everyone, everyone who wants to be an Iron Worker should have the opportunity to be an Iron Worker, a union Iron Worker. That’s our mission and it will never change.

(Applause.)

We are going to be more organized, more skilled and more professional and we are going to put this Union in overdrive. To do all of this each and every one of us has to take ownership and leadership in this process and accept accountability. Everybody has a role to play from General President Dean, General Treasurer Ever, myself, to the District Council leaders, Local Union officers and our membership.

I pledge to join with each and every one of you in this process of change, to stand with you in unbreakable solidarity and to do everything I possibly can to empower our members to improve their lives further.

My heartfelt commitment to you, to all of our members is deeper than words can possibly express.

For all that you have done this week, I thank each and every one of you. For all that you will do over the next five years, I wish you thank each and every one of you. For all that you will do over the next five years, I wish you thank each and every one of you. For all that you will do over the next five years, I wish you thank each and every one of you. For all that you will do over the next five years, I wish you thank each and every one of you. For all that you will do over the next five years, I wish you thank each and every one of you.
hotel. They’re invaluable in their service to us. Thank you very much.

(Applause.)

You know, I thanked my family on Tuesday and my wife has a moratorium on mentioning her name personally. So I won’t mention your name, Judy, and I will leave you out of my speech, but I love you.

I know the saying, What happens in Vegas stays in Vegas, but there is no way what happened here this week should stay here. Instead, we’ll spread the resolutions we’ve passed and the commitments we’ve made at this Convention across our two countries, strengthening the Iron Workers from top to bottom.

I’m so very proud to serve with such a great Executive Council, with Ron Piksa and Bernie Evers, Kevin Byrnes and with each of the General Vice Presidents. I’m grateful to all of you for your advice and wisdom.

I am grateful to Joe Hunt and Walt Wise for serving as my mentors and for having done all they’ve done to put our Union to this point. Thank you.

(Applause.)

But ultimately what counts isn’t anyone here on this stage. It’s you. All the hard work the Iron Workers — all the hard working iron-workers that you represent as delegates, you made the decision to move us forward. You set the direction. And it will be up to you to implement the plans that we have approved here this week.

Because the heroes who stepped up this week are not us here. We came together in solidarity for a cause of lifting up ironworkers throughout North America.

We’ve set a great agenda this week. We’re going to organize. We’re going to organize and we’re going to organize some more to grow our Union and supply the Iron Workers of the future and expand our market share, strengthen our clout at the bargaining table and we’re going to be sure our members are more skilled than ever and keep them on the cutting edge to change and increase their value and expand their opportunities in the future.

We are going to be more professional than ever and keep setting the standard for our industry.

We are going to be safer than ever and redouble our commitment to zero fatalities and zero incidents.

We are going to increase our political and legislative count by mobilizing our members for action this fall and far beyond.

And it’s more important, we’re going to stick together, we’re going to have unbreakable solidarity. And with our signatory contractors, united as one team, we will rule the construction industry.

Brothers and Sisters, this is your achievement. Celebrate it. And let’s work together to make our goals a reality for all ironworkers.

The agenda for this Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers is now complete. Our past is adjourned and our future begins right now.

May God bless the Iron Workers. May God bless the United States and Canada. Thank you Brothers and Sisters.

And one last thing, everyone make it home safe.

(Standing ovation.)

I will entertain a motion to adjourn.

(Seconds from floor.)

The Convention is over.

(Whereupon, the 43rd Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers adjourned sine die.)
Circular Letter No. 855

October 10, 2016

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article V, Conventions, Section 3a, to read as follows:

"ARTICLE V, CONVENTIONS

Sec. 3a. All resolutions, proposals, grievances, appeals, or proposed amendments to the Constitution, which shall be presented by a Local Union for the consideration of the regular Convention, must be introduced in writing and endorsed by the Local Union submitting same. The resolution must be read once and approved by the membership of the Local Union at a regular or special meeting. Such resolution with the Local Union seal and over the signatures of the President and Recording Secretary shall be mailed to the General Secretary by a mail or delivery service requiring signature upon receipt or by electronic means, so that the resolution or resolutions shall be received after January 1st but not later than June 1st preceding the Convention. All such properly submitted matters shall be immediately referred to the General President, who shall assign same to the proper committees."

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article V, Conventions, Section 3a. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]
General Secretary

RP: dit
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 856

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL OUTSIDE AND REGIONAL LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article VI, Representation, Section 1a to read as follows:

ARTICLE VI, REPRESENTATION

Sec. 1a. Each Local Union, except Shop and Navy Yard Rigger Local Unions for whom representation is hereinafter provided, shall be entitled to representation based on the total dues payments billed during the delegate calculation period in accordance with the Outside and Regional Delegate Chart. Total dues payments shall be equal to the sum of 1) dues payments billed and 2) the number of lifetime member months during the Convention calculation period which shall be determined by the number of dues receipts billed for during the five (5) years ending the last day in December of the year preceding the Convention.
## International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

### OUTSIDE & REGIONAL DELEGATE CHART

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In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article VI, Representation, Section 1a. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 857

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL SHOP AND NAVY YARD RIGGER LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article VI, Representation, Section 1b to read as follows:

ARTICLE VI, REPRESENTATION

Sec. 1b. Each Shop and Navy Yard Rigger Local Union shall be entitled to representation based on the total dues payments billed for during the five (5) years ending the last day in December of the year preceding the Convention in accordance with the Shop Delegate Chart.

SHOP DELEGATE CHART

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International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

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In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article VI, Representation, Section 1b. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]
General Secretary

RP:dit
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 858

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article VI, Representation, Section 1c, to read as follows:

“ARTICLE VI, REPRESENTATION

Sec. 1c. In addition, any member of any Local Union affiliated with the International Association who is a full-time paid Representative of the International Association shall be entitled to be a delegate to any International regular or special Convention by virtue of employment in such appointed position; provided, that such Representative's delegate status shall be approved by a majority of those voting by secret ballot by a “yes” “no” designation at the regularly scheduled election of the International Convention delegates held at the appropriate time by the Local Union of which such Representative is a member. It is specifically provided herein that the delegate status of such Representative shall not displace or otherwise affect any delegate which the Local Union is otherwise entitled to send to the Convention. The General President shall determine which full-time Representatives are eligible to be delegates under this Section.”

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article VI, Representation, Section 1c. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 859

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL OUTSIDE AND REGIONAL LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend the following Articles and Sections pertaining to IMPACT contributions and the Organizing Fund for Outside and Regional Local Unions Only to read as follows:

“ARTICLE XVI, SOURCES OF REVENUE, SECTION 2c

Sec. 2c. Each Outside and Regional Local Union shall pay an International Supplemental Per Capita Tax of three-eighths of one percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the International Ironworkers Organizing Fund. The Fund may be used to defray the cost of research, education, legal, administrative, and political support to assist in organizing. The General Executive Board shall provide rules and regulations governing the administration of the Fund.”

“ARTICLE XXI, LOCAL UNIONS, SECTION 28b

Agreements and Working Rules

Sec. 28b. Each Local Union shall, after receiving the approval of the General Executive Board, notify in writing, their fair employers and contractors in their jurisdiction not less than sixty (60) days in advance of any proposed new agreement and working rules and when requesting the aforementioned approval of the General Executive Board, the Local Union shall submit two (2) copies of its proposal, which shall not be submitted to their employers until same as been approved by the General Executive Board. The final draft of all new agreements and working rules and/or the final draft of all changes in existing agreements and working rules shall be submitted to and approved by the General Executive Board before they are signed by the officers of the Local Union, and any such agreement or working rules or
amendments thereto which have not been approved by the General Executive Board shall have no binding force or validity. All agreements in the craft jurisdiction of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of five-eighths of one percent (5/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked by Outside and Regional Local Unions. The General Executive Board shall not approve any agreement that does not include the above contribution to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or that violate an agreement after approval of same by the General Executive Board will be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions contained in this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper.”

“ARTICLE XXIX, SPECIAL PROVISIONS GOVERNING REGIONAL LOCAL UNIONS ONLY, SECTION 11

International Ironworkers Organizing Fund

Sec. 11. Each Regional Local Union shall pay an International Supplemental Per Capital Tax of three-eighths of one percent (3/8 of 1%) of the applicable hourly journeyman wage rate for each hour worked per member per month to the Organizing Fund in accordance with the provisions of Article XVI, Section 2c of the International Constitution.”

Any other references in the International Constitution pertaining to these subjects will be amended to reflect the changes above.

The amendments set forth above shall become effective January 1, 2017 in accordance with the action of the Convention Delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending the above quoted Articles and Sections of the International Constitution.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary

RP:dit
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 860

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL SHOP AND NAVY YARD RIGGER LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend the following Articles and Sections pertaining to IMPACT contributions and the Shop Organizing Assessment for Shop and Navy Yard Rigger Local Unions to read as follows:

“ARTICLE XXI, LOCAL UNIONS, SECTION 28c

Agreements and Working Rules

Sec. 28c. The provisions of this Section shall apply only to Shop and Navy Yard Rigger Local Unions. Any Local Union desiring to terminate its agreement with an employer shall notify such employer, in writing, at least sixty (60) days but not more than ninety (90) days prior to the expiration date of such agreement and copy of such notification shall simultaneously be mailed to the General President. Two (2) copies of the proposed new agreement shall be submitted to the General Executive Board at least sixty (60) days prior to the expiration of the existing agreement and such proposed new agreement shall not be submitted to the employer until same has been approved by the General Executive Board. Two (2) copies of proposed amendments to existing agreement must be submitted to the General Executive Board and shall not submitted to an employer until same has been approved by the General Executive Board. The final draft of all new agreements and/or the final draft of all amendments to existing agreements shall be submitted to and approved by the General Executive Board before same is signed by the officers of the Local Union, and any such agreements or amendments which have not been approved by the General Executive Board shall have no binding force or validity. All Shop and Navy Yard Rigger agreements shall include mandatory participation language for the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) to be paid at the rate of one quarter of one percent (1/4 of 1%) of the applicable hourly wage rate for each hour worked by Shop and Navy Yard Rigger Local Unions. The General Executive Board shall not approve any agreement that does not include
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

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the above contributions to IMPACT. Local Unions which fail or refuse to comply with the provisions of this Section or Section 28d or violate an agreement after approval of same by the General Executive Board shall be subject to the forfeiture of their charter, and the officers or members of Local Unions violating the provisions of this Section or Section 28d shall be subject to charges and, after trial, such penalty as the General Executive Board may deem proper."

“ARTICLE XXVIII, SPECIAL PROVISIONS GOVERNING SHOP AND NAVY YARD RIGGER LOCAL UNIONS ONLY, SECTIONS 14a AND 14b

Shop Organizing Assessment

Sec. 14a. Shop Organizing Assessment - Each Shop and Navy Yard Rigger Local Union shall pay a Shop Organizing Assessment in the sum of Five Dollars ($5.00) per member per month to the Organizing Fund for the purpose of defraying the Local Union's expenses related to organizing. The Fund may be used to defray the cost of research, education, legal, administrative, and political support to assist in organizing. The General Executive Board shall provide rules and regulations governing the administration of the Fund.

Sec. 14b. The General Executive Council shall have the authority to increase the Shop Organizing Assessment, if such increase is determined absolutely necessary by the General Executive Council.

Any other references in the International Constitution pertaining to these subjects will be amended to reflect the changes above.

The amendments set forth above shall become effective January 1, 2017 in accordance with the action of the Convention Delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending the above quoted Articles and Sections of the International Constitution.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary

RP:dit
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 861

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL OUTSIDE LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article XXV, Lifetime Honorary Membership, by amending it to read as follows:

“ARTICLE XXV, LIFETIME MEMBERSHIP

Sec. 1. A member (except members of Shop and Navy Yard Rigger Local Unions to whom the provisions of this and the following Sections of the Constitution relative to Lifetime Membership shall not apply) who has attained the age of sixty-five (65) years, and who has been in continuous membership for a period of twenty-five (25) years and who is in good standing at the time of application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, may apply for Lifetime Membership.

Sec. 2. A member who has been in continuous membership for a period of twenty (20) years, when said member becomes permanently disabled and who is in good standing at the time of making application, and against whom no charges of any kind whatsoever are pending in any Local Union of the International Association, and who by reason of personal injury sustained while working at the trade, during working hours, which injury was not contributed to or brought about by the member’s own improper conduct, may apply for Lifetime Membership.

Sec. 3. Applicants meeting the above qualifications will be granted the classification of Lifetime Member and entitled to all benefits of membership as defined by the rights and limitations of Honorary Members set forth in Article XIX, Section 12.

Sec. 4. Lifetime Members shall be exempt from all International Per Capita Tax, International assessments, and Local Union dues and assessments.

Sec. 5. Each application shall be presented to and read at a regular meeting of the Local Union of which the applicant is a member, and such Local Union at the same or subsequent meeting shall approve or reject such application. If the application is approved, the Local Union shall so certify on the form provided for this purpose, and such form shall be signed by the President and Financial
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

Secretary, with the seal of the Local Union affixed thereto. All applications approved by a Local Union shall be mailed to the General Secretary by the Financial Secretary of the Local Union. If an application is rejected by a Local Union, the Financial Secretary of such Local Union shall attach thereto the reasons for such rejection, signed by the President and the Financial Secretary of the Local Union.

Sec. 6. The General Executive Board shall determine all applications for Lifetime Membership and no application shall be granted unless the applicant complies with all the requirements herein provided for and such other requirements as the General Executive Board may deem necessary.

Sec. 7. When an applicant is granted Lifetime Membership, the General Secretary shall notify the Local Union of which the applicant is a member.

Sec. 8. The General Executive Board may at any time revoke a Lifetime Membership, if in the judgment of the General Executive Board there is sufficient reason for such revocation.

Sec. 9. Any member who wishes to change their classification (Lifetime or Honorary) may not reapply for the same classification for a period of 12 months.”

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article XXV, Lifetime Membership, Sections 1 through 9. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]
General Secretary

RP:dit
International Association of
Bridge, Structural, Ornamental and Reinforcing Iron Workers

ERIC M. DEAN
GENERAL PRESIDENT

RONALD J. PIKSA
GENERAL SECRETARY

BERNARD A. EVERS
GENERAL TREASURER

SUITE 400
1750 NEW YORK AVE. N.W.
WASHINGTON, D.C. 20006
(202) 383-4800

Affiliated with AFL-CIO

IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 862

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL OUTSIDE LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article XXI, Local Unions, Sections 29 through 46, Transfers and Travel Service Dues, by deleting these Sections in their entirety and amending it to read as follows:

“ARTICLE XXI, LOCAL UNIONS

Transfers and Travel Service Dues

Transfers

Sec. 29. A member of the International Association may submit an application for transfer to another Local Union provided such member has been a member of the International Association for at least two (2) continuous years, is in good standing and has no pending charges at the time of request. A member who meets these requirements may proceed with requesting a transfer into another Local Union.

Sec. 30. A member must present a transfer application, a form provided by the International Association, to the Local Union into which the member desires to transfer. The transfer application shall be referred to the Executive Committee of the Local Union, which shall accept or reject such request. If the transfer request is denied by the Executive Committee, the Local Union shall notify the member, in writing, of their decision to reject such request. The member may appeal the decision to the General Executive Board of the International Association. If the transfer is granted by approval of the General Executive Board, the member shall pay a transfer fee of Fifty Dollars ($50.00), fifty percent (50%) of which shall be billed the Local Union by the General Treasurer’s Office.

Sec. 31. A Local Union accepting a member by transfer may charge a transfer fee of Fifty
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

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Dollars ($50.00), fifty percent (50%) of which shall be billed the Local Union by the General Treasurer’s Office.

Travel Service Dues

Sec. 32. A member who performs work in the jurisdiction of a Local Union other than their home Local Union must notify the Local Union and pay travel service dues in the amount of Five Dollars ($5.00) per week to such Local Union. The member shall also be required to pay the approved Local Union working assessments. Failure of a traveling member to comply with this requirement shall subject that member to charges.

Sec. 33. Travel service dues collected pursuant to Section 32 shall have as their primary purpose the defraying of the additional administrative and collective bargaining cost incurred by a Local Union in providing services for traveling members from other Local Unions who are working within its jurisdiction.

Sec. 34. No travel services dues shall be collected from or receipt issued to any member who does not have their current dues paid into their home Local Union.

Sec. 35. The Local Unions shall be billed monthly for all travel service dues receipts issued at the rate of Two Dollars and Fifty Cents ($2.50) per week for each week recorded. One Dollar ($1.00) of all receipts from the sale of said travel service dues shall be deposited by the General Treasurer into the Death Benefit Fund. One Dollar and Fifty Cents ($1.50) of all receipts from the sale of said travel service dues shall be deposited by the General Treasurer into the General Fund.

Sec. 36. The General Executive Board is authorized and empowered to establish, amend, alter, and administer the terms, conditions, and rates under which the travel service dues receipts herein provided shall be issued and enforced. No travel service dues receipt as described in this Article shall be issued to or used by any person who is not, at the time, either a member of the International Association or an applicant for membership therein and the attempted issuance of such a travel service dues receipt above referred to by any officer or employee of a Local Union to any other person than those described herein shall be unauthorized, null, and void.

Sec. 37. It is mandatory for Business Managers/Financial Secretaries to issue travel service dues receipts to all members who may be shipped by their employers into the territorial jurisdiction of Local Unions other than their home Local Union.

Sec. 38. When a member is to be shipped by an employer from the member’s Local Union to another Local Union, the member shall obtain from that employer a statement setting forth the job such member is to be employed on and the location of the work. The member shall present the employer’s statement to the representative of the Local Union in whose jurisdiction such member is being shipped. Such member shall be issued travel service dues receipts upon payment of travel service dues.

Sec. 39. Shipments and travel service dues receipts shall be subject to provisions of interstate employers, as provided in Article XII, Section 11, of this Constitution.
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

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Sec. 40. Local Unions may, with the consent of the General Executive Board, where conditions justify, provide other methods of placing members of other Local Unions on work in their respective jurisdictions.

Sec. 41. Any member transferring from one Local Union to another, who has paid dues in advance, shall have the same refunded by the Local Union from which the member is transferring.

Sec. 42. Any member belonging to a lapsed or suspended Local Union may apply to the General Secretary for transfer into another Local Union provided such member meets the requirements set forth in Section 29.

Sec. 43. A Local Union may, in the case of a protracted strike or other disaster, suspend the travel service dues or transfer requests, either one of both, by securing the consent of the General Executive Board. Such suspension can be revoked at any time by the General Executive Board. Any violation of any provision pertaining to travel service dues and transfers shall be punishable by fine or suspension or both, subject to appeal as provided for in the Constitution.

Sec. 44. The above Sections of this Constitution, relative to transfers, travel service dues and travel service dues receipts, shall not apply to Superintendents or similar supervision as designated by the General Executive Board or members of Shop or Navy Yard Rigger Local Unions for whom transfers are hereinafter specifically provided for in this Constitution.”

The remaining sections of this Article shall be renumbered accordingly.

In accordance with Article V, Section 7b. of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article XXI, Local Unions, Sections 29 through 44, Transfers and Travel Service Dues. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary

RP:dit
International Association of
Bridge, Structural, Ornamental and Reinforcing Iron Workers

ERIC M. DEAN
GENERAL PRESIDENT
RONALD J. PIKSA
GENERAL SECRETARY
BERNARD A. EVERS
GENERAL TREASURER

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WASHINGTON, D.C. 20006
(202) 383-4800

Affiliated with AFL-CIO

IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 863

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article XXVI, Constitution Governing All Local Unions, by inserting the following as a new Section 16g, to read as follows:

“ARTICLE XXVI, CONSTITUTION GOVERNING ALL LOCAL UNIONS

Nomination, Election and Installation of Officers

Sec. 16g. When there is only one candidate running for a Local Union office or Delegate to the International Convention and there is no other candidate being nominated and the candidate’s eligibility has been confirmed, the President of the Local Union, at the next regular meeting, shall direct the Recording Secretary to cast a unanimous ballot for said candidate for Local Union office or Delegate to the International Convention.”

The remaining sections of this Article shall be renumbered accordingly.

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendments became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article XXVI, Constitution Governing All Local Unions, Nomination, Election and Installation of Officers, new Section 16g. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

General Secretary

RP.dlt
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 864

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL OUTSIDE LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article XXVI, Constitution Governing All Local Unions, by inserting the following as a new Section 23 to read as follows:

“ARTICLE XXVI, CONSTITUTION GOVERNING ALL LOCAL UNIONS

Sec. 23. The funds of this Local Union shall not be contributed or donated, except for the purpose of maintaining and helping others maintain union principles, wages and/or hours as sponsored by the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. Contributions or donations must be proposed at a regular meeting and be sustained by a majority vote, stating purpose, amount, etc., and if such amount is over Five Thousand Dollars ($5,000.00) such amount shall again be voted upon at the following regular meeting as unfinished business; a vote of two-thirds (2/3) of the members present is necessary to carry, unless a greater percentage is required by the Local Union By-Laws.”

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article XXVI, Constitution Governing All Local Unions, new Section 23. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]
General Secretary

RP:dit
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 865

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL OUTSIDE LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend Article XXVI, Constitution Governing All Local Unions, by inserting the following as a new Section 24 to read as follows:

“ARTICLE XXVI, CONSTITUTION GOVERNING ALL LOCAL UNIONS

Sec. 24. Special meetings may be held with the approval of the General Executive Board upon request of the Local Union President or Executive Committee which shall state the reason for holding such a special meeting. Special meetings may also be called by the General Executive Board. No business shall be transacted or considered that is not set forth in the request and call for such special meeting.”

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention.

Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending Article XXVI, Constitution Governing All Local Unions, new Section 24. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary

RP.dlt
IMPORTANT – This correspondence must be read to the Local Union Membership and retained in the Local Union files.

October 10, 2016

CIRCULAR LETTER NO. 866

TO: THE BUSINESS MANAGER AND FINANCIAL SECRETARY OF ALL LOCAL UNIONS

Greetings:

During the Forty-third (43rd) Convention of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the delegates considered and voted to amend the following Articles and Section of the International Constitution, by deleting them in their entirety and amending them to read as follows:

“ARTICLE XIX, GENERAL RULES, SECTION 1

Sec. 1. The following are the standard initiation and reinstatement fees for all Local Unions of the International Association.

Sec. 1a. The standard initiation fee for outside Local Unions may be waived with the exception of apprentice and trainee members who shall pay One Hundred Dollars ($100.00).

Sec. 1b. The standard reinstatement fee for outside Local Unions shall not exceed Eight Hundred Dollars ($800.00) with the exception of apprentice and trainee members. The standard reinstatement fee for apprentice and trainee members shall not exceed Two Hundred Fifty Dollars ($250.00). Reinstatement fees may be waived for organizing purposes.

Sec. 1c. The Local Union will be billed for fifty percent (50%) of all initiation and reinstatement fees by the General Treasurer.”

“ARTICLE XXVIII, SPECIAL PROVISIONS GOVERNING SHOP AND NAVY YARD RIGGER LOCAL UNIONS, SECTION 3

“Sec. 3. The initiation and/or reinstatement fees of Shop and Navy Yard Rigger Local Unions will be in accordance with Article XIX, Section 1, 1a, 1b, and 1c.”
International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers

"ARTICLE XXIX, SPECIAL PROVISIONS GOVERNING REGIONAL LOCAL UNIONS ONLY,
SECTION 2

"Sec. 2. The initiation and/or reinstatement fees of Regional Local Unions will be in accordance with Article XIX, Section 1, 1a, 1b, and 1c."

In accordance with Article V, Section 7b, of the International Constitution, the above-quoted amendment became effective upon adoption by the delegates at the 43rd International Convention. Prior to closing, let me emphasize that no ratification vote is necessary or should be taken by the membership of any local union with respect to the action taken by the delegates amending the above-quoted Articles and Sections. Any other references in the International Constitution relating to this subject matter will be amended accordingly.

With best wishes, I am

Fraternally yours,

[Signature]

General Secretary

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