FIRST DAY

Monday, August 23, 2004

Chicago Hilton Hotel

Chicago, Illinois

The 41st General Convention of

the Sheet Metal Workers' International

Association was called to order at

9:00 a.m., Monday, August 23, 2004, in the

Chicago Hilton Hotel, Chicago, Illinois,

Stanley F. Karczynski, Business Manager,

Local No. 73, presiding as Temporary

Chairperson.

GENERAL PRESIDENT SULLIVAN: Will the

delegates please take their seats.

Good morning.

(Chorus of good mornings)

GENERAL PRESIDENT SULLIVAN: As soon

as everyone gets seated, we will get

started.

What did you think about the

party last night?

(Applause)

I told Tom, I said, "Tom, you

outdid yourself." It was a great party.
Couldn't believe it.

What do you think about this room? This is what sheet metal is all about, isn't it? This is us.

(Applause)

Got a lot of guys working in here over the weekend to get this thing put together and we will talk a little bit more about that later.

To get things started, we are going to start showing -- would they show the opening video, please.

(Video played)

GENERAL PRESIDENT SULLIVAN: Now, it gives me great pleasure to introduce Stan Karczynski. Brother Karczynski is our current President, Business Manager, of Chicago, Illinois. He has served on the SMWIA General Executive Council since March of 1999 and is now Third General Vice President. Born in Poland, he came to the United States at the age of 4. He was initiated into Local 73 in 1969 and in 1974 returned to Poland as a sheet metal
supervisor for Pullman Sheet Metal for a
two-year construction project behind the
iron curtain.

Stan served three terms as
business representative before being
elected to his current office. He has done
an outstanding job in Chicago, representing
his membership with pride and
determination. It is my honor to appoint
him as temporary chairperson for the
opening of the 41st General Convention.

Mr. Chairman, here is your
gavel.

(Applause)

TEMPORARY CHAIRPERSON KARCZYNSKI:

Thank you, Mike.

General President Sullivan,
General Secretary Kelly, General Executive
Council, delegates and guests, I welcome
you all to the Sheet Metal Workers'
International's 41st General Convention.

Welcome to Chicago, the
birthplace of the skyscraper, the home of
the tallest building in America, the city
of the big shoulders. The name "Chicago"
comes from an Algonquin Indian name, Indian
word meaning "onion place," a description
inspired by the wild onions that grew along
the banks of the river that now flows
through the heart of our city.

Today those wild onions are
replaced by movable bridges and tall
skyscrapers reaching for the sky.

At the time of its founding in
1833, Chicago had a population of just 550
people. Today Chicago -- the windy city,
the city that works -- is the third largest
city in the United States, with just over
9 million people residing in the greater
Metropolitan area.

Chicago's history, like that of
all the great American cities, is rich and
not without its own colorful myths, and it
has many legends. Among the most amazing
of these is the story of the origin of the
great Chicago fire, allegedly started when
a milk cow belonging to the now infamous
Mrs. Patrick O'Leary, accidentally kicked
over a lantern in a barn filled with hay. The fire raged until it completely consumed the entire downtown area, which was four square miles. The only building left standing was the Water Tower, which is made out of stone, which still stands today on Michigan Avenue.

Out of the ashes rose a modern city. Chicagoans immediately set to work rebuilding their city using this time, not wood, but steel. During the monumental reconstruction, Chicago architects became the first in the world to use steel skeleton construction, an innovation that gave birth to the skyscraper.

Today's Chicago skyline is a dreamer's vision. The 1,450 foot tall Sears Tower and John Hancock building are Chicago landmarks. These and many others were built by fine union craftsman and I am proud to say that I am one of those.

(Applause)

The history of labor in Chicago goes back a long way. We have a tradition
of labor standing up bravely and defending

the rights and dignity of the working man.

The first of many significant protests

occurred in 1877, when federal troops were

called in to put down riots during the

railroad workers' strikes.

Nine years later, a battle took

place between police and striking workers

at the Haymarket Square. Then in 1894,

troops were called in again to put down the

Pullman Standard strikes. The courage

demonstrated by these brave men and women

inspired a century of strong labor

activity, making Chicago of today, one of

the strongest union towns in America.

(Applause.)

And we intend to keep it that

way. Local 73, which is currently over

6,000 members is one of the leaders of the

Chicago Building Trades Council. The

members of Local 73 perform all facets of

the sheet metal trade, residential,

commercial, industrial, architectural, all

at full journeyman wage rates and benefits.
We also have 30 production shops and members who fabricate and install signs throughout the nation. (Applause.) Chicago is growing and ever changing. Our spruced up streets look better than ever. Thanks to the strong visionary leadership of Mayor Richard M. Daley, Chicago recently celebrated the opening of Millennium Park, a 24-acre, $450 million project which our union was a big part of creating. Over a two-year period, sheet metal workers fabricated and installed a ten-story high giant stainless steel ribbon and a curved bridge that goes over Columbus Avenue. Ironworkers did not like us installing the bridge, but we did it. (Applause.) These were both designed by the world-renowned architect Frank Gehry. Our craftsmanship literally shines in Chicago. The sheet metal worker is known as the finest craftsman of all of the building
trades.

I urge everyone to see Millennium Park. It is on the north end of Grant Park. Just walk out of the hotel, go to your left, walk down north Michigan Avenue, and it is across the street in Grant Park. You have to see this giant ribbon and the bridge and everything else that is in there.

We had seven sheet metal contractors working on that project. Also, within walking distance is the Field Museum of Natural History. Everybody seems to be catching a cold this week.

There is the Field Museum of Natural History, the Shedd Aquarium, which is the largest of its kind in the world, the Adler Planetarium, the Art Institute, Soldiers' Field, Buckingham Fountain, and don't forget, ladies, you ladies in the audience, the Magnificent Mile on north Michigan Avenue. It is just north of the river where you will find fine stores and world class shopping.
And if you buy something nice,
do like my wife Kathy does, tell your
husband, you got it on sale. Kathy, I
don't see you but happy birthday.

(Applause.)

In closing, I want to thank our
apprenticeship coordinator, Jim Slovey, and
his staff for doing an outstanding job over
the last three months putting together the
dais and the staging and installing
everything over the last two days. Jim
Slovey, where are you?

(Applause.)
TEMPORARY CHAIRPERSON KARCZYNSKI: The dais has panels from locals throughout the United States and Canada. There are some really creative panels that are placed on that end from the East Coast (indicating), locals from the East Coast, coming to the Midwest, and on that end (indicating) locals from the West Coast.

The two flags on either side of the stage were fabricated by Local 540 in Toronto, Canada. The cupola on top of the duct work, on top of the elbows, was fabricated by Local 30 in Toronto, and the lettering by Local 137 in New York City. All the duct work was fabricated by Hill Mechanical, a local contractor here in Chicago.

The airplane that you see back there, the F-18, that was fabricated by Local 7; the locomotive by Local 12; the St. Louis Arch, Local 36; and the racing sports car by Local 71, Buffalo.

Local 73 has been serving the hard working men and women of Chicago for
112 years, and we look forward to 100 more.

(Applause)

And today, Local 73 is honored to host the first International Sheet Metal Workers' Convention of the New Millennium.

(Applause)

On behalf of the officers and members of Local 73, I thank you for coming, and enjoy Chicago.

(Applause)

At this time, we will have the posting of the colors, which will be conducted by the Great Lakes Naval Color Guard.

... The colors were presented to the convention ...

TEMPORARY CHAIRPERSON KARCZYNSKI:

Please remain standing while we have the National Anthem, the Canadian National Anthem sung in English and in French, followed by the United States National Anthem by Wayne Messmer.

Wayne Messmer.
... The National Anthem for Canada and the National Anthem for the United States were sung by Wayne Messmer ...

(Applause)

TEMPORARY CHAIRPERSON KARCZYNSKI: And now we will retire the colors.

(Applause)

And we would like to present Wayne Messmer with a gift bag from the Sheet Metal Workers' International Association.

GENERAL SECRETARY-TREASURER KELLY: Wayne, on behalf of General President Sullivan, the General Executive Council, our delegates and membership, we present you with this bag, and thank you for doing that wonderful job this morning.

(Applause)

TEMPORARY CHAIRPERSON KARCZYNSKI: Next item on the agenda, Father Wall of St. Patrick's Church will give the invocation for today's meeting.
FATHER WALL: Also I welcome from St. Pat's to you to Chicago, we are proud to say as a Catholic parish, we are home to more union locals than any other parish in the city.

(Applause)

Gracious God, as the Sheet Metal Workers' International comes together in convention here in Chicago, we pray and we seek for your presence. We ask for the gift of your spirit in this great hall and that it would descend deeply into each of our hearts, to bring us your wisdom and good counsel.

Strengthen these delegates in their courage and fortitude and in all of their deliberations, for they stand on the shoulders of leaders before them who fought the good fight for a living wage and for just working conditions. They stand deep in the vision of those convinced of the dignity of work and the dignity of the worker, believing that good work is always God's work, that you are calling each of us
to do your work in the world, and without
our good work, your work is not done, to
create, to shape the future of your earth
and of the human community. They stand
simply and strongly for what is right, for
what is fair, for what is just.

It is in Your name that they
stand, and it is to You that they turn this
day, bless this day and this week, Lord,
bless and nurture and sustain our bodies,
our spirits and will that we may become
your blessing to all whom we serve.

All that we are, Lord, we place
into your hands. All that we do, Lord, we
place into your hands. Everything we work
for, Lord, we place into your hands. And
everything we hope for, Lord, we place into
your hands. We place into your hands,
Lord, the choices that we face. Guard us
from choosing falsely. Guide us by your
rich counsel. Show us the way that is
right and that is true. May we sense your
presence at the heart of our every desire,
and so know it for your desire for us.
Thus, shall we prosper. Thus shall we see that our purpose is from you. Thus shall we have the power to do the true good which endures. Show us what a blessing it is that we have work to do, good work, Your work.

And, most of all, when the day is overcast and courage faints, let us hear your voice within our hearts saying, "You are my beloved ones. In you I am well pleased." Amen.

(Appause)

TEMPORARY CHAIRPERSON KARCZYNSKI:

General Secretary-Treasurer Kelly will present Father Wall with a gift bag.

GENERAL SECRETARY-TREASURER KELLY:

Father, thank you very much, on behalf of General President Sullivan and the General Executive Council and our delegates and members. Thank you for your inspiring words. This is for you this morning. Enjoy yourself. Thank you again.

(Appause.)

TEMPORARY CHAIRPERSON KARCZYNSKI:
Next item on the agenda, the Chair would like the body to adopt a friendly amendment to the Constitution regarding honorary membership. I will read the resolution.

It is proposed to amend Article 16, Membership to add a new Section 15 regarding honorary members.

It reads as follows: From time to time the International may wish to honor an individual who has a sustained record of supporting the labor movement and exemplifies dedicated public service by granting him or her an honorary membership of this association.

Any local union may submit a request to the International for an individual to be granted an honorary membership. Honorary memberships shall be granted by the General President at conferences, conventions, or other significant functions of this association or functions at which the General President or his designee is attending and participating.
An honorary member is welcome to attend association events as a guest, but the membership itself provides none of the usual rights of union membership and does not require the payment of dues.

Is there a motion to accept this amendment to the Constitution?

UNIDENTIFIED DELEGATE: So moved.

TEMPORARY CHAIRPERSON KARCZYNski: A motion has been made.

UNIDENTIFIED DELEGATE: Second.

TEMPORARY CHAIRPERSON KARCZYNski: And seconded. Is there any discussion on the matter?

(No response.)

Seeing that there is none, all those in favor say aye.

(Chorus of ayes.)

All those opposed say nay.

(No response.)

The ayes have it. The amendment is adopted.

Next I would like the Escort Committee to bring up Mayor Richard M.
Daley.

(Standing ovation.)

In this country, there are few mayors who are as friendly to the Sheet Metal Workers' Union as the man I am going to introduce to you today. He has a track record that will make you proud.

During his days in the Illinois State Legislature, he ended taxes on basic essentials such as food and medicine. He sponsored landmark mental health legislation and established rights for nursing home workers.

After becoming elected mayor in 1989, Richard Daley kicked off an administration that has improved the quality of life for all residents of Chicago. His programs have led to a greater emphasis on the delivery of basic services, removing abandoned cars, removal of graffiti and creating more green space and creating and promoting a city-wide recycling program.

Frustrated with the performance
of the city's public schools, Mayor Daley obtained control over the schools back from the legislature in 1995. He closed a $1.8 billion budget deficit and turned the school system around.

President Clinton, only two short years later, honored the Chicago Public School System as a model for urban school reform across the nation.

Chicago Mayor Richard Daley has been a staunch supporter and close friend of Local 73 here in Chicago. Something many of you may not know is that Mayor Daley traces his roots back to Local 73. It is at Local 73 where his family members served as sheet metal workers of this association.

(Applause.)

It is in Local 73 where his grandfather served as a business agent decades ago.

(Applause.)

Mayor Daley, on behalf of the sheet metal workers assembled here before
you and your great and beautiful city, I
welcome you home.

(Appause.)

MAYOR DALEY: Good morning. Thank you
very much, Stan, for those kind remarks. I
want to thank Local 73, the Executive
Board, all of the membership for their fine
quality of work here in the City of
Chicago, and your leadership in the union
movement, not only here in the city, but
the state and the nation.

It is Local 73, as Stan pointed
out, that basically has the roots of the
Daley Family. My grandfather is a proud
member of Local 73 and very committed in
regards to sheet metal workers and the
union movement.

I would like to welcome Michael
Sullivan, your General President, Tom
Kelly, General Secretary-Treasurer, and all
of the executive officers and locals
throughout this country and Canada. We
welcome you to our city, and we are very
proud of the City of Chicago as you visit
You will see a lot of construction going on. I just want to make sure that you know it is 100 percent union. (Applause.)

And there is no exceptions. I think Stan would verify that. Men of the locals will verify that. We have a real commitment between the City of Chicago, between the union contractors, and the unions. We all work together, and that is what we have to do. We all have to sit down to work this out, and that is what the commitment is.

I will give you an example. We just built Millennium Park. As you visit Millennium Park, you have to understand there is $200 million of private money and $250 million of city money. That was 100 percent union from the bottom all of the way to the top. I describe it -- (Applause.)

I describe that -- people will tell you, you hired many great artists. We
Every tradesman is an artist, from my viewpoint. That actually perfected what you see when you go throughout Millennium Park. They are artists. They are great tradesmen, their training, retraining, quality of work. They know who they are, the union contractors, and that is why I describe them as artists.

I not only describe the four or five artists there, but any person, tradesman that worked on that construction site was a great artist; and that is what we have to look at.

Here in Chicago, I hope throughout the country, that we have to get government, the private sector and unions all working together. We have the best work force anyplace else, not only in Chicago but in America.

We have to start talking about positive things about our country and the work force, instead of always a negative side of the work force. And that is why in Chicago we have the attitude, the "I will
attitude" of getting things done.

I don't tell people, "In the next 20 years I am going to do this." I am going to do it tomorrow. I am going to do it next week or next month or next year.

We have to basically continue people working in Chicago.

And we have a lot of developments that come into Chicago. I make sure we stage these. I can't have the rush of coming in and all of a sudden you are working and all of a sudden you are in the desert.

My theory is keep work going continuously and keep increasing it each year, two years out, three years out, four years out, and five years out. And, also, government has to bring money to infrastructure. You have to be able to provide money quickly in regards to getting people to work.

And one of the problems that I see in the federal government is there is always a stalemate between Democrats and
Republicans. Someone is fighting about something. They hold up the highway or they hold up every bill that you can think of.

One day it is the Democrats.

One day it is the Republicans. As mayor, I am sick and tired of that. I am waiting for the green money. And that is what I tell them, "I pay the taxes. I want the money back. You can fight about it on the side, but why don't you just get it done.

You have to get your job done. I have to get my job done," and that is what we have to look at the federal government. Get the money out. It is our money.

We want to rebuild our roads, our bridges, all of our infrastructure. I don't want a lot of talk and conversation in a campaign. I just want to know when you are there, you are going to do it right away. No more excuses.

And that is how we basically deal here in the City of Chicago. I want to thank Stan for his leadership here at
Local 73, training, retraining, technology.

One of the best tradesmen are the sheet metal workers and that is why we continue with the efforts of providing them more and more work here in the City of Chicago.

Enjoy our city. We are very proud to be here in a great union city.

Thank you very much.

(Standing ovation.)

TEMPORARY CHAIRPERSON KARCZYNISKI: At this time General President Sullivan and General Secretary-Treasurer Kelly and myself would like to present you with a gift bag from the Sheet Metal Workers' International Association.

GENERAL SECRETARY-TREASURER KELLY: We have several gifts for you this morning, Mr. Mayor. As you came in this morning, you heard the delegates approved the first honorary membership to the Sheet Metal Workers' International Association. And today General President Sullivan and I are proud to bestow you as the first gold member of the Sheet Metal Workers'
International Association.

(Applause)

Mr. Mayor, there was another Richard Daley, Mayor of Chicago, also part of the Sheet Metal Workers' International Association, your father, a great man, and we would be honored if you would posthumously accept this award on our behalf.

MAYOR DALEY: Thank you. Thank you very much.

(Applause)

GENERAL SECRETARY-TREASURER KELLY: We are not done yet.

Mr. Mayor, the next time you go down to Washington, we want you to fill this up and come back in here and build a bridge. Richard M. Daley, Mayor --

MAYOR DALEY: Hey, thank you.

GENERAL SECRETARY-TREASURER KELLY: -- Chicago, Illinois, fabricated by the Sheet Metal Workers Local 104, San Francisco, California, for you.

MAYOR DALEY: Thank you. Appreciate
it.

(Applause)

TEMPORARY CHAIRPERSON KARCZYNISKI: We are going to need the Escort Committee to give you a hand with all this stuff.

GENERAL SECRETARY-TREASURER KELLY: And in case you fill that up, here is another bag for you. You can fill this one up and build a second bridge.

MAYOR DALEY: Thank you. Thank you, Tom.

Thank you very much. I accept this on behalf of my grandfather, who was a member of 50 years, and he had a tool box just like that. And would you believe we still have it in the Daley home today. He went to work every day with that, and he would always tell me when we pass the Gary City Hall that, "I worked on that as a sheet metal worker."

And I accept this on behalf of my father, both plaques and will present it to the University of Illinois at the library on behalf of my father. He was
very proud of his father being a member of
Local 73, the Sheet Metal Workers, but,
most importantly, he gave me the values and
the commitment in regard to union movement
many, many years ago as a father. I deeply
appreciate both awards for my father and
for me. This is a great honor, and my
brother Mike, attorney for Local 73, for
many years, and I deeply appreciate
honorary membership in the International
Sheet Metal Workers.

Thank you very much.

(Appause)

TEMPORARY CHAIRPERSON KARCZYNSKI: At
this time, it is a great honor for me to
turn the gavel over to General President
Michael Sullivan.

(Standing ovation)

GENERAL PRESIDENT SULLIVAN: Thank
you, Stan, thank you very much.

I want to take this opportunity
to thank Local 73 and its membership, and I
also want to take the opportunity to thank
all of those that were involved in putting
this together. I have been to eight
conventions. This is my eighth convention,
and I have never seen a more beautiful
dais, because this one was made by sheet
metal workers.

Stan, thank you, and thank your
people for everything.

(Applause)

GENERAL PRESIDENT SULLIVAN: You know,
we have -- the theme of the convention is
Building Blocks Make a Stronger Union.
There is a foundation to those building
blocks that we have to build upon, and
today we are going to have the opportunity
for you to meet some of those people that
form the foundation of this international
union.

It gives me great pleasure to
introduce the General Vice Presidents
retired from this organization. They have
made and been a part of making this
organization as great as it is. So at this
time, I would like to start with:

Clayton Buckley, Local 38,
Southeastern New York and Western Connecticut.

(Applause)

Retired General Vice President Michael Cannon, Local Union 85, Atlanta, Georgia.

(Applause)

Retired General Vice President Al Chermak, Local 33, Northern Ohio.

(Applause)

Retired General Vice President James Golden, Local 17, Eastern Massachusetts.

(Applause)

Retired General Vice President Earle Harris, Local 112, Elmira, New York.

(Applause)

Retired General Vice President Charles Hertel, Local 38, Southeastern New York, and Western Connecticut.

(Applause)

Retired General Vice President Al Larson, Local 33, Northern Ohio.

(Applause)
Retired General Vice President

Ron McCarthy, Local 63, Western Massachusetts.

(Applause)

Moose.

(Laughter)

Retired General Vice President

William Mazur, Local 58, Syracuse, New York.

(Applause)

89 years old.

(Applause)

Retired General Vice President

John O'Connor, Local 10, Maplewood, Minnesota.

(Applause)

Retired General Vice President

Kenny Peterson, Local 66, Seattle, Washington.

(Applause)

Retired General Vice President

William Stevens, Local 9, Denver, Colorado.

(Applause)

Retired General Vice President
Victor Stepsay, General Vice President of Railroads.

(Applause)

Retired General Vice President George Tapling of Local Union 115, now Local Union 73, Chicago, Illinois.

(Applause)

86 years young.

(Applause).

Retired General Vice President Howard Tasaka, Local 293, Honolulu, Hawaii.

(Applause)

And on my left, Retired General Secretary-Treasurer Lawrence Cassidy, Local 12, Pittsburgh, Pennsylvania.

(Applause)

And on my right, far right, retired General President Arthur Moore, Local 28, New York, New York.

(Applause)

As I said, these are the people that have made the foundation for these building blocks. Let's give them, all together, and show our appreciation for what
they have done.  

(Standing ovation)

Now, it gives me great pleasure to introduce your General Executive Council. On my far left, your right:

Eleventh General Vice President, Gary Stevens, Local Union 110, Louisville, Kentucky.

(Applause)

Tenth General Vice President, George Slater, Local Union 265, DuPage County, Illinois.

(Applause)

Ninth General Vice President, John Churuvia, Jr., Local Union 91, Rock Island, Illinois, and Davenport, Iowa.

(Applause)

Eighth General Vice President, John Harrington, Local Union 28, New York, New York.

(Applause)

Seventh General Vice President, Joe Wall, Local Union 56, Sydney Nova Scotia.
On my far right and your left,

Sixth General Vice President, my business manager, Jay Potesta, Local Union 20, Indianapolis, Indiana.

(Applause)

Fifth General Vice President,

James Long, Local Union 88, Las Vegas, Nevada.

(Applause)

Fourth General Vice President,

James Marshall, Local Union 85, Gentleman Jim, Atlanta, Georgia.

(Applause)

Third General Vice President,

Stan Karczynski, the host local, Business Manager, Local 73, Chicago, Illinois.

(Applause)

Second General Vice President,

William Moyer, Local Union 170, Los Angeles, California.

(Applause)

And our First General Vice President, Richard Loyd, Local Union 21, Baton Rouge, Louisiana.
(Applause)

And on my left, your right, my partner and the man that put this all together, who I want to thank very much. I have to tell you, you can't imagine what doing this and the effort it takes. If we hadn't had the help of Local 73 and with Tom Kelly's efforts, where we were going to be for this convention would have been a disaster. So it gives me great privilege to introduce our Secretary-Treasurer and your Secretary-Treasurer, and my friend, General Secretary-Treasurer Thomas J. Kelly.

(Standing ovation)

I would like to ask that all the new business managers and business agents in the hall stand to be recognized. Would they please stand.

(Applause)

Welcome.

At this time, I would ask the Rules Committee to come forward for a full report.
Rules Committee.

COMMITTEE CHAIRPERSON CABLE: Thank you, Mr. Chairman. General President Sullivan, Secretary-Treasurer Kelly, Executive Board members, delegates and invited guests, your Committee on the Rules for the 41st General Convention is ready to report.

It is the decision of the Chair that the proposed rules of this Committee would not be distributed before the opening of the convention. When the rules are read and acted upon by the convention, the rules will then be available for distribution.

Mr. Chairman, this Committee has 30 rules that were considered and before our secretary makes his report to the convention, I would like to acknowledge the Committee members and thank them for their time and effort.

It has been an honor and privilege to serve on this Committee, and I enjoyed working with these Committee members. The Committee members are as
follows:

   Myself, Chairperson, Ken Cable,

   Business Manager, Local 263, Cedar Rapids,

   Iowa;

   Committee Secretary, Ralph

   Zuccala, Business Manager, Local Union 562,

   Kitchener, Ontario, Canada.

   Committee members: Brian Crane,

   Business Rep, Local Union 18, Milwaukee,

   Wisconsin.

   Richard Branson, Financial

   Secretary-Treasurer, United States District

   Council of Railroads.

   Randy Thomason, Business

   Manager, Local 406, Jackson, Mississippi.

   Clyde Pickett, Business

   Representative, Local 24, Southern Ohio.

   And Ruben Rodriguez, Business

   Manager, Local Union 41, San Juan, Puerto

   Rico.

   At this time, Mr. Chairman, I

   will turn the report of the Rules Committee

   over to our Secretary, Ralph Zuccala, who,

   along with the rest of the Committee, has
done an outstanding job.

SECRETARY RALPH ZUCCALA (Rules Committee): Mr. Chairman, General Council, Delegates, we have 30 rules to review.

No. 1, Rule No. 1 -- thanks,

Tom.

Rule No. 1, meetings shall be from 9:00 a.m. to 12 noon and 1:30 p.m. to 5:00 p.m. on all days during the convention. However, the hours may be altered by the Chairman with approval of the delegates.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded for the adoption of Rule No. 1 that sets the times for the convention. On the question, do I see anyone at -- seeing none, all in favor, signify by saying "aye."

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed?

Adopted.
COMMITTEE SECRETARY ZUCCALA: Rule No. 2, the Credentials Committee shall issue a badge to each accredited delegate and on each badge will be written, the delegate's name, local union or council he or she represents.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 2. All in favor?

(Chorus of ayes.)


COMMITTEE SECRETARY ZUCCALA: Rule No. 3, a quorum for the transaction of business shall be a majority of the delegates attending the convention.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded to adopt Rule No. 3.
On the question, all in favor?

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed?

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 4. The president shall appoint a warden and one or more assistants whose appointments shall be for the duration of this convention. The warden's and assistants' duties shall be to admit only delegates to the delegate section of the convention hall.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded to adopt Rule No. 4 for the Convention. Seeing no one at the microphones, all in favor?

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed?

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 5. The warden and assistants will
admit individuals with guest badges to sit
only in the guest section of the Convention
Hall.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's recommendation on
Rule No. 5. All in favor?

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed?

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule
No. 6, nominations and elections of
officers shall be the first order of
business on Wednesday morning, August 25,
2004, unless determined otherwise by the
convention.

Mr. Chairman, I so move for
adoption.

COMMITTEE SECRETARY ZUCCALA: Second.

GENERAL PRESIDENT SULLIVAN: You have
heard the report on Rule No. 6. Are there
any questions, comments?
Seeing none, all in favor?

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed?

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 7. Only delegates who have been elected by secret ballot of the membership of the local union are eligible to vote in the election of officers at this Convention.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: It has been moved and seconded to adopt Rule No. 7. Any questions?

(No response.)

All in favor?

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 8. In lieu of roll-call of delegates
at each session of this Convention, each
debate shall sign his or her name and
local union number on the attendance card
for each session of the Convention and
deposit same with the warden before the
time of the opening of each session.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: It has
been regularly moved and seconded to adopt
Rule No. 8. All in favor.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule
No. 9. On motion, the regular order of
business may be suspended by two-thirds
vote of delegates present at any session of
the Convention at any time to dispose of
any urgent business except that the
Chairman may call any and all committees to
make a partial report at any time he
considers appropriate.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Rules Committee's recommendation on Rule No. 9. All in favor, aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 10. The motion to be entertained by the presiding officer must be seconded, and the mover, as well as the seconder, must rise and give their name and the number of the local union or the council they represent as delegates before being recognized by the Chair.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation on
Rule No. 10. All in favor.

(Chorus of ayes.)

All opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 11. Time allotted each delegate to speak on the question shall be limited to five minutes. In no case will any delegate be allowed to speak on one question more than once until all delegates have had the opportunity to speak.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation on Rule No. 11. All in favor.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 12. Any delegate having made a motion
can withdraw it by the consent of a seconder, but a motion once debated cannot be withdrawn except by two-thirds vote of the delegates present.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 12.

All in favor, aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 13. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's report on Rule
No. 13. Seeing no one at the microphones,
all in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule
No. 14. Any delegate may call for a
division of a question when the sense will
admit thereof.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's report on Rule
No. 14. Seeing no one at the microphones,
all in favor signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule
No. 15. If two or more delegates rise to
speak at the same time, the Chair shall
decide which is entitled to the floor.

Mr. Chair, I so move for
adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's report on Rule
No. 15. All in favor of the Committee's
report, please signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted. And we are halfway
done, and it is getting a little weak out
there.

COMMITTEE SECRETARY ZUCCALA: Rule
No. 16. Each delegate, in order to be
recognized, must be at the microphone and
state his name, local union or council
affiliation and shall confine himself or
herself to the question under debate and
avoid all personal, inappropriate, or
sarcastic language.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You heard the Committee's recommendation on Rule No. 16. It states there will be no job site sheet metal language allowed on the floor.

All in favor of the Committee's report, please signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 17. No delegate shall interrupt another while speaking except to make a point of order. He or she shall definitely state the point and the Chair shall decide the same without debate.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule 17.
All in favor of the Committee's report, please signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 18. If a delegate has been granted the privilege of the floor and while speaking is so called to order, he or she shall take his or her seat until point of order is decided. If decided in order, he or she may proceed.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report on Rule No. 18. All in favor.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule
No. 19. All constitutional points referred to by any delegates on the floor shall be designated by article and section number as contained in the Constitution and Ritual.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 19. All in favor, please say aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 20. No delegate shall be excused from serving on any committee when appointed by the Chairman and shall faithfully perform all duties assigned by the Convention unless excused by two-thirds vote of the Convention.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.
GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 20. All in favor, kindly signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Thank you.

COMMITTEE SECRETARY ZUCCALA: Rule No. 20. All resolutions from local -- I'm sorry. 21. All resolutions from local unions and councils shall be submitted as provided in Article 7, Section 15 or Article 33, Section 1(b) of our Constitution.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 21. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.
(No response.)

It is adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 22. No literature supporting or opposing any resolution or candidate shall be distributed in the convention hall.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 22. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 23. After any vote by voice or show of hands, a delegate may call for a division of the house, in which event a standing vote will be taken and a conductor will make the count of the same.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 23.

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 24. Roll-call votes shall be held upon the demand of one-third of the credentialed delegates in attendance.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 24.

All in favor, signify by saying aye.

(Chorus of ayes.)
Opposed?
(No response.)
Adopted.


Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 25. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?
(No response.)
Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 26. The Chairman shall appoint parliamentarians to serve for the duration
of the Convention. The decision of the parliamentarian shall be advisory only. All decisions involving questions of the order shall be made by the President/Presiding Officer who is not obligated to follow the advice of the parliamentarian.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: All in favor of the Committee's report on Rule No. 26, signify by saying aye.

(Chorus of ayes.)

Countermanded, nay. It is a little Canadian thing.

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 27. Provisions have been made to have a court reporter available to take the minutes of the daily proceedings. Copies of such proceedings will be available for review every morning during the convention week in the SMWIA administration office.
No delegate or guest will be permitted to use a tape recorder or other audio or video recording devices during the Convention.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 27. All in favor, signify by saying aye.

(Chorus of ayes.)

All those who are countermanded, signify by saying nay.

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Rule No. 28. The President shall appoint an Escort Committee of at least four members. The primary purpose of this committee will be to escort invited speakers to the rostrum.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.
GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule No. 28. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: This next one might be a little bit contentious. Rule No. 29. Cell phone use by delegates and guests during the Convention shall be restricted to outside the convention hall. Phones in the convention hall shall be set to silent, vibrate, or off.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on Rule 29. Seeing no one at the microphones, all in favor signify by saying aye.

(Chorus of ayes.)
Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY ZUCCALA: Last but not least, Rule No. 30. These rules may not conflict with any provisions of our Constitution other than the parliamentary rules contained in the Ritual section thereof.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON CABLE: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the Rules Committee's recommendation on Rule No. 30. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

At this time the motion would be in order to adopt the full report of the Rules Committee.

UNIDENTIFIED DELEGATE: So moved.
GENERAL PRESIDENT SULLIVAN: Second?

UNIDENTIFIED DELEGATE: Second.

GENERAL PRESIDENT SULLIVAN: Anyone on the question? All in favor, kindly signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Congratulations for putting such a good set of rules together. If you think it was long here, you could imagine what they have been doing trying to put it together. So thanks. Let's give them our appreciation.

(Applause.)

And although we will be dismissing them, we will not be dismissing them from the payroll. I know that will make them happy.

Now I will call on the Credentials Committee for a partial report.

COMMITTEE CHAIRPERSON HOLT: General President Sullivan, General Secretary-Treasurer Kelly, the General
Executive Council, the Credentials Committee consists of Secretary Joe Maraccini from Local 104, San Francisco, California; Anthony Benedetti of Local 27, Farmingdale, New Jersey; Tom Burek from your host, Local 73, Chicago, Illinois; Lance Clark from Local 105, Los Angeles, California; Reynald Godbout from Local 116, Montreal, Canada; James Jackson from Local 30, Toronto, Ontario; Quintin Jones, Local 393, Portsmouth, Virginia; Festus Joyce from Local 17, Eastern Massachusetts; Bruce Range of Local 202, St. Louis, Missouri; and myself as Chairman, Charles Holt, Local 12, Pittsburgh, Pennsylvania.

Great bunch of guys, hard working guys. I would like you to give them a round of applause right now for what they have done.

(Applause.)

The duties of the Credentials Committee are contained in Article 7, Section 4 of the Constitution. Pursuant to this section, the Committee convened at the
General Office in Washington, D.C., on Thursday, August 5, and Friday, August 6, 2004.

At that meeting the Committee reviewed all duplicate credentials that the international office had received. The Committee reviewed the credentials for compliance with the Constitution and Ritual, in addition to determining from the records of the General Office the standing of the charter and affiliated local unions and councils and the elected delegates thereof.

On August 16, 2004, the Committee reconvened here in Chicago. The Committee reviewed outstanding issues held over from our meeting in Washington D.C.

On behalf of the Credentials Committee, Secretary Joe Maraccini is prepared to submit a partial report and recommendations from the Credentials Committee to the delegates at this time.

Secretary Maraccini.

COMMITTEE SECRETARY MARACCINI: Thank
you, Chairman Holt. General President Sullivan, General Secretary-Treasurer
Kelly, General Executive Council,
Delegates, at this time, on behalf of the
General Convention Credentials Committee, I am pleased to submit to this 41st General
Convention a partial committee report.
The Committee has examined 523 submitted credentials for this General
Convention. Of the 523 reviewed credentials, it should be noted from the
523 credentials received, one delegate withdrew his credential to attend the
General Convention. Therefore, on behalf of the committee, I respectfully recommend
and move at this time, the approval and adoption of the records and reporting 469
accredited credentials.

COMMITTEE CHAIRPERSON HOLT: I second,
Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report on the
question. Seeing none, all in favor,
signify by saying aye.
(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY MARACCINI:

Additionally, the Credentials Committee reports there were 27 credentials mailed or submitted late within the provisions of Article 7, Section 2(a). Therefore, these credentials will require approval by this body.

Upon thorough review by the Committee, Mr. Chairman, on behalf of the committee, I recommend and move that the 27 credentials of these 27 delegates be recorded and fully accredited and these members be seated as delegates.

COMMITTEE CHAIRPERSON HOLT: Second, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation. All of those in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)
Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY MARACCINI:

Lastly, upon review, the Credentials Committee cancelled 24 submitted credentials for reasons of noncompliance of Article 7, Section 3 of our Constitution and Ritual.

Furthermore, the Committee respectfully recommends to the General Executive Council, for future conventions that potential delegates to the General Convention receive additional guidelines for electing delegates to avoid any future delays or complications of meeting the requirements and in accordance with our Constitution.

COMMITTEE CHAIRPERSON HOLT: Chairman, on behalf of the Committee, I recommend and move to dispense with roll-call, reading of the delegates, and that the written minutes of these proceedings be appended with the records of the Committee's delegate
listing.

    COMMITTEE SECRETARY MARACCINI:
    Second.

    GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Are there any questions?

        (No response.)

    Seeing none, all in favor.

        (Chorus of ayes.)

    Opposed?

        (No response.)

    Adopted.

    COMMITTEE CHAIRPERSON HOLT: At this time, we report that there are 498 credentials that have been cleared by the Committee and convention action. However, not all of the potential delegates appeared before the committee to claim their credentials as of this hour and date.

    Accordingly, we report 496 seated delegates to this General Convention at this time. Those that were approved by the delegates at this conference, if you could please step outside the convention
ballroom to obtain your corrected delegates
badges.

That concludes this partial credentials report, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: Let's give the committee our thanks. It is a partial report, and we will be hearing from them later on in the week for their final report.

(Appause.)

The Chair will now recognize General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY: In keeping with the Constitution, General President Sullivan has appointed the following committees for our 41st General Convention, Apprentice Committee, Asbestos Committee, Compensation Committee, Constitution Committee, Credentials Committee, DAD's Day/Charities/Members' Assistance Committee, Future Programs Committee, Haz/Mat Nuclear Committee, Power Plants, Grievance and Appeals Committee, General President's Report Committee,
General Executive Council Committee,
Industrial/Automotive Committee, PAL Committee, Production Committee,
Residential Committee, Resolutions Committee, Resolution 78 Committee, Roofing Committee, Rules Committee,
Service/TABB/Indoor Air Quality Committee,
Union Label Committee, and Youth-to-Youth Committee on organizing.

Now what I am going to do is read the names for all of the committees.

On the Apprentice Committee,
Perry Sneed, Chairman; Mark Norberg,
Secretary; members, Ed Wilton, Local 28;
and Perry Sneed is from 124 and Mark Norberg from 18. Once again, Ed Wilton from Local 28; Bob Eslinger from Local 2;
Don Clagg from Local 19; Mike Jones from
Local 20; Garry Kot from Local 296; and Joe McPhail from Local 30.

On the Asbestos Committee, Tony Behan, Chairman, Local 11; Len Phillips,
Local 16, Secretary; Leonard Day, Local 437; Peter Wyatt, Local 8; Tim Fenton,
Local 397; and Mike Cirillo, Local 100.

On the Convention Compensation Committee, Chairman, Larry N. Harris, Local 270; Floyd Reichert, Local 213, Secretary; Martin Gay, Local 58; Richard Lehman, Local 480; Shelby Walker, Local 361; Dan Turenne, Local 367; and Arnold Otto, Local 511.

Constitution Committee: Bruce Word, Local 104, Chairman; Craig Sandberg, Local 10, Secretary; Reggie Hohenberger, Local 33; Gino Colombo, Local 38; Terry Farmer, Local 49; Kevin McPike, Local 28; Mike Jeske, Local 15; Kevin Mulcahy, Local 63; Alan McQuillan, Local 473; Tim Hintze, Local 565; and Charles Fraley, Local 398.

Credentials Committee: Chuck Holt, Chairman; Joe Maraccini, Local 104, Secretary; and Chuck Holt from Local 12; Lance Clark, Local 105; Anthony Benedetti, Local 27; Reynald Godbout, Local 116; Tom Burek, Local 73; Festus Joyce, Local 17; James Jackson, Local 30; Bruce Range, Local 202; and Quintin Jones, Local 393.
DAD’s Day/Charities/Members’ Assistance Committee: Pat McKinney, Local 268, Chairman; Richard Simone, ACPWC, Secretary; Robert Wayne Godfrey, Local 110; Brian Stevens, Local 409; James Ryan, Local 103; Kevin Casey, Local 28; and Michael Morgan, Local 46.

Future Programs Committee: Tom Stapleton, Local 27, Chairman; Douglas McGee, Local 54, Secretary; Steven Raatikka, Local 10; Gary Pierson, Local 20; Alain Pigeon, Local 116; Douglas Emerson, Local 7; John Schlagheck, Local 33; and James Pirtle, Local 91.

Haz/Mat Nuclear Committee: Chairman Tommy Fuller, Local 5; Dave Roche, Local 40, Secretary; Curtis Chick, Local 36; John David, Local 66; Jimmy Clark, Local 4; Roger Hudspeth, Local 32; and Donald Burns, Local 26.

Grievance and Appeals Committee:
Ken Alexander, Local 2, Chairman; Tom Moran, Local 25, Secretary; Troy Wagner, Local 24; Andy Maute, Local 399; David
General President's Report

Committee: Joe Bergantino, Local 17, Chairman; Doug Hehnke, Local 273, Secretary; John Garrett, Local 23; Bob Glidden, Local 219; Greg Reid, Local 8; Larry Holbert, Local 259; and Ken Greiner, Local 12.

General Executive Council

Committee: Rob Walter, Local 100, Chairman; Tom Ingalls, Local 80, Secretary; Fred Buckheit, Local 28; Steven Dodd, Local 137; John Helak, Local 71; Jerry Pyatt, Local 1; Jim Bradshaw, Local 539; and Paul Korcz, Local 530.

Industrial/Automotive Committee:

Bob Donaldson, Local 292, Chairman; Tom Anderson, Local 24, Secretary; Doug Cunningham, Local 7; Steve Nelson, Local 20; Al O'Neil, Local 22; Sam Rollan, Local 48; William Dorward, Local 19; Dave Patton, Local 33; and Andrew Ledoux, Local 162.
PAL Committee:  Dave Zimmermann, Local 36, Chairman; John Parker, Local 435, Secretary; Thomas Balabuch, Local 292; Willis Jepsen, Local 334; Fred Kneebone, Local 537; Bradley Rooker, Local 105; Mark Riker, Local 66; Brent Moore, Local 60; and Andrew Tortora, Local 28.

Production Committee: Chairman, Derek Evans, Local 540; Jackie Hall, Local 464, Secretary; Greg Mooney, Local 280; John Wright, Local 20; Ricky Englund, Local 10; Ron Lapierre, Local 116; Freeman Potter, Local 555; Russell Liming, Local 183.

Residential Committee: Luigi Petricca, Local 285, Chairman; Dennis Canevari, Local 162, Secretary; Randall Krocka, Local 18; Richard Leitschuh, Local 10; Gary Jones, Local 36; Collin Smith, Local 66; and Charles Morrison, Local 359.

Resolutions Committee: Roy Ringwood, Local 105, Chairman; Joe Kerwan, Local 112, Secretary; Bucky Bradshaw, Local 293; Dwayne Stevens, Local 9; Robert Payne,
Local 441; Michael Belluzzi, Local 28; Terry Belleville, Local 47; Richard Zeigler, Local 179.

Resolution 78 Committee: Ron Masters, Local 45, Chairman; Larry Stewart, Local 32, Secretary; Mark Curtis, Local 276; Joe Powell, Local 206; James Arnold, Local 68; Ronald Whatley, Local 85; and Dave Hall, Local 7.

Roofing Committee: Ed Oliveira, Local 30, Chairman; Sam Johnson, Local 312, Secretary; Mario Teran, 105; Fred Creager, Local 17; Wayne Fletcher, Local 33; Mike Fleck, Local 104; Jim Paquette, Local 280; Paul Broyles, Local 162.

Rules Committee: Ken Cable, Local 263, Chairman; Ralph Zuccala, Local 562, Secretary; Brian Crane, Local 18; Richard Branson, Local 363; Randy Thomason, Local 406; Clyde Pickett, Local 24; Ruben Rodriguez, Local 41.

Service/TABB/Indoor Air Quality Committee: Charlie Mulcahy, Local 66,
Chairman; Mark Landau, Local 83, Secretary; William Bradfield, Local 80; Paul Hayes, Local 218; Al Rodriguez, Local 265; Bob Schneider, Local 73; Pat Keenan, Local 19; Rick Werner, Local 104.

Union Label Committee: Paul Collins, Local 137, Chairman; Jeff Anderson, Local 3, Secretary; Dick Joslyn, Local 112; Walter Chase, Local 10; Joe Sliger, Local 483; and Mark VanDenHeuvel, Local 104.

Youth-to-Youth Committee: Joe Sellers, Local 19, Chairman; Mark Chivington, Local 7, Secretary; Bill Phares, Local 100; Anthony Scavone, Local 73; Mike Patrick, Local 20; John M. Stumpf, Local 80; John Fleck, Local 9; Eric Martinson, Local 66; and Robert MacIntyre, Local 235.

Mr. Chairman, that is the members of the committees and the committees that you have appointed.

GENERAL PRESIDENT SULLIVAN: Thank you, Tom. It is a long list but good
committees, and they have been working very hard this week.

I am now going to announce the Warden and Escort Committee for Monday through Friday. Lonnie Burns, Western States Council; Steve Sloan, President of Local 208, Springfield, Missouri; David Thomas, Business Representative, Local Union 20, Indianapolis, Indiana; Tim McGrath, Business Representative, Local Union 67, San Antonio, Texas; Roland Davidson, Business Representative, Local Union 7, Lansing, Michigan; and Donald Lynn, Business Representative, Local Union 15, Central Florida.

Monday's conductors will be composed of Tom Fischbach, Business Representative of Local 22, Cranford, New Jersey; James Tyson, Business Representative, Local Union 36, St. Louis, Missouri; Joseph Potesta, Local Union 20, Indianapolis, Indiana; Vince Tripi, Business Representative, Local Union 104, San Mateo, California; Robert Gougeon,
Business Representative, Local Union 285, Toronto, Ontario, Canada; Thomas Clark, Business Representative, Local Union 4, Memphis, Tennessee; Gregory Moore, Business Representative, Local Union 10, St. Paul, Minnesota; Arthur Tolentino, President, Local Union 293, Honolulu, Hawaii.

I also would like to appoint -- at this time, I will appoint the parliamentarian for the week. That will be Richard McCracken.

He is a graduate of UC Berkeley. He is a partner in the San Francisco law firm of Davis, Cowell & Bowe. In addition to serving as our parliamentarian at the 1999 Convention, he has advised the SMWIA in its strategic campaigns since 1998 and helped train many of our organizers in new ways to conduct campaigns emphasizing what we can do rather than what we can't do.

More recently, he has been counsel to the GEC and the National Joint Adjustment Board. He and his firm also advise the Building Trades Department and
several other international unions. His work has been concentrated in comprehensive strategic campaigns, especially in support of organizing.

As a result, the cases he has handled included landmarks in securities and corporations law, as well as labor law in the Supreme Court of the United States, California, Nevada, and Oklahoma, and the United States appeals and district courts.

His emphasis, however, has been not so much on litigation but on helping to design powerful new techniques that conform to and make use of the law but do not involve litigation. He will be our parliamentarian.

At this time I would like the Chairman of the Constitution Committee, Bruce Word, to come forward. He has an announcement.

COMMITTEE CHAIRPERSON WORD: Thank you. Good morning, General President Sullivan, General Executive Committee, delegates, and guests.
As the Chairman of the Constitution Committee, we would like to put out the invitation for any delegates that would like to appear before the Constitution Committee. We will be meeting tomorrow morning and Wednesday morning between the hours of 7:00 a.m. and 8:30 a.m. on the third floor. There is a room down there that is marked Constitution Committee.

If you so choose, on the 8th floor reception area, next to the PAL desk, if you did not already receive it when you registered, there is a form to fill out. And if you would please fill that out, return it as soon as possible to Kathy Bishop at the third floor sheet metal office, we will advise you of the time in which you will be able to appear with your issue.

Thank you very much.

GENERAL PRESIDENT SULLIVAN: Thank you, Bruce.

I now call on Roy Ringwood,
Chairman of the Resolutions Committee,
Business Manager of Local Union 105.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you.

(Applause.)

General President Sullivan,
General Secretary-Treasurer Kelly, and
General Executive Council, and delegates,
the Resolution Committee considered 44 resolutions which we will be bringing to
the floor starting tomorrow, Tuesday, and
then Wednesday concluding.

If there are any delegates that
wish to come before the Resolutions
Committee to address any of the
resolutions, please feel free to do so at
the end of the Convention today and Tuesday
on the third floor. Thank you much.

GENERAL PRESIDENT SULLIVAN: Thank you, Roy.

At this time the Chair
recognizes General Secretary-Treasurer
Kelly.

GENERAL SECRETARY-TREASURER KELLY:
Before you leave here this morning, we are going to take the convention picture, so at the closing of this session, we are going to come forward and take the picture that will be displayed for the 41st General Convention. Please don't leave here without being part of this picture.

GENERAL PRESIDENT SULLIVAN: Is Ed Hill in the hall? Would the Escort Committee please bring the president of the IBEW, Ed Hill, forward, please.

(Sitting ovation.)

I have to say that I am delighted to have a good friend of ours and our most strong ally here today to speak to us.

Ed Hill serves with me as a member on the Executive Council of the AFL-CIO. I can say that from getting to know him, his words have a significant impact on our deliberations amongst the general presidents.

Ed is a tireless fighter and defender of the rights of his members. He
has devoted over 40 years in service to his
union. From his days at Local 712 in
Beaver, Pennsylvania, to his service as
General President of the International
Brotherhood of Electrical Workers.

Ed is a man who has never
strayed far from his roots. He still finds
time to devote to his local union and his
local community. He is involved in the
March of Dimes, the YMCA, the Executive
Committee of the United Way, the Beaver
County Council for Economic Development,
and he has served as the Chair of the
Governor's Committee for Economic
Development.

In addition, he sometimes finds
the time to sit on the advisory board of
the Geneva College and Penn State
University, as well as serve as a member of
the Beaver County Medical Center's Board of
Directors.

As you can tell, Ed Hill is a
man who has given everything he has to his
members and to his union and to the people
I can also say, with satisfaction, that Ed is also a former Hoosier, having attended college at the University of Indiana.

I am proud to call him my friend. Let's give him a warm welcome and our dear friend, Ed Hill, General President of the IBEW, a warm welcome.

(Applause.)

IBEW GENERAL PRESIDENT HILL: Thank you, Mike, for that very nice introduction. I appreciate it.

Thank you, brothers and sisters, for your very warm welcome this morning. Mr. President, Mr. Secretary-Treasurer, brothers and sisters, fellow officers and warriors in our struggle to maintain our place in society, distinguished guests, friends of the Sheet Metal Workers' Union.

I think that should cover everybody that is in the building, except maybe the guy that brought that car over. That looks pretty nice.
I was very honored and very happy to receive the invitation to speak and address members of this international union, honored because another building trades union, led by a president who, by the way, I respect very much, seems to feel that my opinions are at least worth hearing.

Happy because I have always thought that we needed more communications among the crafts and, indeed, among all of our unions. So I thank you, Mike and Tom, for the chance to talk across craft lines and discuss the issues and the challenges that affect us all.

In my home area, Beaver County, Pennsylvania, a little northwest of Pittsburgh, I enjoyed a good working relationship with the sheet metal workers, affiliated with our building trades. And I see Larry Cassidy here from a long time ago. Nice to see you, Larry.

Ours was a good council, much the same as many across this continent. We
enjoyed a good working relationship, and we are close allies in our war against the non-union. Having since enjoyed a lasting friend, the Pittsburgh and Beaver County area is an industrial area or, should I say, it was. We had a large industrial base there that provided the citizens with a good chance at good life and an opportunity to share in the American Dream.

They have all but shut down all of the heavy industry in that area, and you can guess where all of that manufacturing is today. I suggest to you that we did not pay enough attention to what the United Steel Workers of America were saying when they sounded the alarm about the steel industry moving offshore along with all of the apparel industries.

That area, like many others in this country, is a mere shadow of itself, and very few things are being manufactured in the Pittsburgh area.

There has been a stab at replacing some of these employment
opportunites that were lost. Like everywhere else, jobs that pay a fraction of what was paid in those industries that have since been abandoned.

So if my words were to have any value to you today at all, I think it is best that we talk about the challenges that lie ahead of us. We need to move on without mincing words.

The big issue on everyone's mind these days is the election of the President of the United States, and I know there are some brothers and sisters from Canada in attendance. I am sure they are a little tired of hearing about the race of the President of the United States. Well, you can take some comfort, so is everyone else. However, I want to assure you that we, as trade unions, have a lot riding on this election. So please bear with us.

I guess when you compare what happens in your country, as I understand it, the prime minister calls an election and they are held five weeks later. There
is little, but very intense campaigning. Compare that to that of the United States where the campaigning seems to go on forever. I can guarantee you, that somewhere in Washington, DC, there is a group of consultants planning strategy for the 2008 elections.

But the game is what it is, and if we are not in the game fighting for the best interest of our members, then we are not living up to our responsibilities. For organized labor, the first two years of the Bush administration was like death by a thousand cuts. To anticipate what was coming, all we had to do was look at who had pumped the millions of dollars into the Bush-Cheney campaign, which lead to their selection. Please note that I said "selection," because they certainly, as hell, were not elected.

The money that came from the largest multi-national corporations and the fattest of fat cats, all we had to do was know that Dick Cheney was a CEO of a
corporation that included the largest and the most vicious of all anti-union companies, Kellogg, Brown & Root, a subsidiary of Halliburton, who, by the way, are the same people that are over in Iraq making a ton of money and they are putting it all in their pocket. Members of our two unions and many others are among the brave men and women who are doing the fighting.

You know, at first the administration started with some relatively modest goals. They started off by going after stuff that was off the radar screen for most Americans, and many in the organized labor. Project labor agreements, federally funded projects were the first to be challenged.

After a challenge by the trade union movement, it was upheld by the courts. The ergonomic microphone standard that could have stopped so much pain among our members was gutted like a fish. Our trades people in the IBEW were affected by a new job classification set forth by the Department
of Labor for electronic systems

This was the reward, mind you, for mostly nonunion contractors in a growing field of telecommunications technical services, who want to shut us out of this market before we get a foothold.

Then, we had LM2 reporting.

These requirements will tie our international and our local unions in knots with learning and complying with all of these tedious, overbroad, burdensome reporting requirements, which, by the way, were the very same requirements that they didn't want to put into place and their friends in the accounting and corporate industries, but the administration picked up the pace since 2002 mid-term elections, cutting into the very heart of the programs that are vital to working families of this country, Bush took the surplus that he inherited and squandered it in record time. He didn't even pretend to try to get back to any fiscal responsibility or fiscal sanity, saddling us with a deficit that
exceeds those of even Ronald Reagan or the first Bush administration imposed on this nation.

And he already has, once again, skewed the tax system to take money from the working poor and the middle class and put it back in the pockets of those who need it least. If you just listen to some things that Bill Clinton says about that, and it is true, he doesn't need it and he will tell you that. This is what causes construction to lag, job opportunities to dry up. This fiscal mess is what stifles growth and creates unemployment amongst our ranks, that creates all the tensions and disruptions and problems that come with it.

Not content with that, Bush went after Medicare. And everyone knew that that system needed some kind of reform, but not the kind that he gave us. His so-called reforms only helped the pharmaceuticals and the insurance companies. As the first prescription drug
cards are being distributed, it is not taking senior citizens long to realize that these cards aren't worth very much.

And today, today is the first day the new rules of the overtime and they go into effect, unless we get a legislation equivalent of completing a Hail Mary pass, it is going to happen. For the first time, for the very first time, the government is undermining the principle of overtime pay. Our members are safe now because of our working agreements and our contracts. But if our competition finds a way to avoid paying overtime, which will give them even more of a cost advantage to use, to steal more of our work, then to compete we will have to seek alternative methods. And this administration has done absolutely nothing, not even propose any sane ideas to address the issue of health care.

Now, those of you who serve as trustees on your health and welfare plans know exactly how our plans are being
squeezed. People are paying more for less
coverage. And wages and other benefits are
being short-changed to pay for the rising
health care costs. This administration
looks on casually and says, "Crisis? What
crisis?" Actually, maybe it is best that
they haven't come up with any ideas,
because they would only find a way to make
it worse. Like they did Medicare.

Instead of concentrating on new
ideas, it is easier for them to spread
rumors to convince our respective members
that we are providing welfare to our
membership. If we would just get out of
the welfare business, there would be no
problem with us containing the health costs
to our trust funds.

Well, I have news for you,
Mr. President, with all due respect to the
office, you are dead wrong. It's our
obligation, an obligation we take very
seriously, to protect the welfare of our
membership. And we intend to continue to
do so and would appreciate it if you would
stop meddling in our attempt to fulfill our
obligation that we hold close and
concentrate on providing us with a decent,
cost effective health care program so that
we can truly, truly look out for the well
being of our membership.

Now, you all don't need me to
tell you what the answer is. We have to
work harder, work harder than ever before
and get leaflets in our members' hands.
Use all of our resources to mobilize our
membership, get them registered to vote,
get them on the polls on November 2nd.
We've got to blow away all those worries
about guns and gays and abortion and all
the other social issues that seem to get
into psychic of our members, and get
members thinking and voting like the
working men and women that they are.

If we fail in this one, I worry
that our meetings and our conventions in
the second Bush-Cheney administration will
be a lot smaller and probably have to be
held in a bunker somewhere.
(Applause)

IBEW GENERAL PRESIDENT HILL: We know that our lives will be a lot easier if John Kerry becomes the next president and harsher if Bush wins. Sometimes we get upset with our candidates, but when you look at the alternative, you have none. But no matter what happens, it won't change the fact that all of us in the building trades have to do a lot of work to ensure a brighter future for our members, and the generations who will inherit our unions. It is time that we faced our own problems head-on and develop realistic strategies to address them.

When I became president of the IBEW in 2001, I decided the only way that I could fulfill my responsibilities to the members of our international union, my brothers and sisters, was to speak truthfully and plainly and much more important, turn action into words -- turn words into action. If we are going to be honest with each other, and I will, I have to state
that the IBEW can do better. We can, along
with every other union that we work with,
we all know that, and, yes, we all made
some good strides, but compared with our
position in the late 1970s and early 1980s
we had nowhere else to go but up.

We had to let our proud -- we
had let our proud union trade movement
drift. We drifted for too long and we
became complacent. We failed to look
beyond the comfortable present in the 1960s
to see what lie ahead of us. And as a
result, we then nearly lost it all. And
yes, we are doing better compared to our
worst days. But there is not one union in
the building trades or the labor movement
as a whole that can honestly say it is
doing well enough.

I think the good times of the
1990s, engendered a new round of
complacency, full workbooks, a pick-a-job
opportunities made the times seem a whole
lot rosier than they were, and just as
happened before, we lost site of some of
underlying problems that were affecting us all. I believe that we can only succeed through a culmination of getting back to basics and thinking outside the box.

There is no need to throw away the tactics and the principles that have served our union so well for so many years, more than a century. But in some circumstances, there is a need to apply them differently. Acting in ways that people might not expect a trade union to act. Let me give you an example, please.

Labor management cooperation was touted in the early 1990s as a mantra for many in the trade union movement. It sounded great, but to those of us in the trades, it wasn't a new concept. Many of us had been working with our counterpart employer's association for decades. Admittedly there had been ups and downs in that relationship, but it has survived.

And what about the missing piece of this puzzle that we belong to? What about the issues of our services, the ones
who hire the contractors who then hire the
IBEW and sheet metal workers, our
customers? We somehow seem to take for
granted that they knew all about our
training and our commitment to quality.
Would our ability to prove provide the
skilled workforce where and when they
needed it?

So we talked to them and found
out that they knew no such a thing. Union
and nonunion were all the same to them. So
we invited some of our biggest users, our
biggest customers, the biggest users of our
construction to our conferences and to our
national training institute. We gave them
good seats, let them listen to the
speeches, see the presentation, mingle with
the crowd that consisted mainly of local
union leaders much as yourself.

We have opened a strong dialogue
with the Construction Users Council, which
represents some of the major companies
employing union contractors and workers.
We've had them at our meetings and our
Annual Training Institute so they can meet local leader, instructions so they meet our local leaders and our apprenticeship directions, our instructors face to face and see what we were all about.

Earlier this year, I had the pleasure of addressing CURC's Annual Conference, and now, along with President Sullivan, we're working hard to keep those lines of communications open, because, brothers and sisters, it's the right thing to do for our members. And all of this happened because we really discovered something that the guy that owns the Corner Bakery knows to heart, you got to take care of your customers. And you got to show them that you can give them what they want and what they need.

What the hell took us so long to figure it out? I want to speak candidly to you as a brother in the building trades. The perception exists among some of our customers and potential customers, and we had the focus group data to prove it, that
using union labor isn't worth it. It is too expensive, too many hassles, and here is what really hurts, not much difference in quality between union and nonunion. And you and I have spent our entire adult lives building our respect, building ourselves and our respective crafts and taking pride in all of our trades and what we do.

Is this what it had come to in the early 21st Century? We, in the IBEW, feel that is what it has come to in our brotherhood. And next week we will be holding a special meeting of all of our construction business managers to take a hard look at all we have learned and what we need to do.

Sure. There are plenty of external forces working against us. We live in a cut throat global economy where the pressure is always to do things cheaper and cheaper and cheaper.

We have seen the domino effect that companies like Wal-Mart have had throughout our economy. And we are also
learning that construction is not immune
from the fall-out of surrounding new
international economy. It is this
atmosphere, it is in this an atmosphere, we
have got to make sure that we don't let
internal factors undermine our effort to
get and keep the work for our members.

Now I am finding that in the
IBEW we have some problems with attitude,
work ethic, even appearance of our members
on the job. If we are trying to sell
ourselves as the very best and convince our
customers that it is a good investment to
pay union scale, then we had better live up
to our end of the bargain. For a lot less,
they can get nonunion men and women, who,
in our opinion, look unkempt, have a chip
on their shoulder, that bring the cases,
why should they pay union wages for men and
women, our members, who look and act no
different.

We are trying to put our house
in order on this topic, back to basics,
reaffirm our commitment to the quality,
professionalism and excellence, and put ourselves in a position to win a market share in these tough times. And let me just add one thing before Mike gives me the hook. He and I, as he noted, were at AFL-CIO Executive Council meeting earlier this month, and it was clear that once the President's state and local elections are over, organized labor is going to go through some self-examination to reshape our movement. And that will probably result in some internal political struggles.

There are some in the trade union movement who have been very vocal in stating that the structure of our unions, our unions, are relics from the past. They seem to think there should be no more than six or seven gigantic unions, organized along broad classifications. I assume that they'd probably indicate that there should only be one building trade union or two.

Your union and mine, both well over a hundred years old -- well, as are
many of the other trades -- we were the labor movement in the United States and Canada before the industrial unions were even off the ground. And we find ourselves in a new post industrial phase in North American economy. The traditions and experience of craft unions have something that they can teach all of labor as we struggle with the new realities.

Our traditions of apprenticeship and training are examples for other industries to follow. Our multi-employer benefit plans can serve as a model to address health care and pension issues in our society. In an area where very few North American workers spend their entire careers with one company, our employment model provides a benchmark for others to imitate. We need to address the structural inefficiencies and even take care of some of the sacred cows that we protect.

Everything is going to have to be on the table, but I reject that bigger is better for its own sake. Smaller unions
are more cohesive, more adaptable to response of changing situations, and yes, they are more democratic.

(Applause)

The same with unions, where authority is concentrated in a few hands, far above and far removed from the front lines would be imitating what the multi-national corporations have done. And I think that is a questionable model for us, as a trade union movement, to follow as we plan for the future.

We must align ourselves with like thinking international unions, whose leadership are not stuck in the style perpetuating style of doing business of a trade union.

We must resist the temptation to follow those who would grow their own trade or union at the peril of those who have long been allies, and we must stand together and say no to their attempt to weaken the building trades for their own purposes.
(Applause)

We must resist the temptation to give in to the thought process that the customer, that the customer shall determine which trade does what work, for that surely will lead us to a destination that we find very unpleasant, and one that we will not be happy about passing on to the next generation of trade unionists, however, we must succumb to the need to change so we can accommodate the alteration in course needed to achieve the ultimate goal of a real trade unionism. We must chart a course to reach an agreement with ourselves, with ourselves, brothers and sisters, that will lead to a better working relationship with our employers. Not acquiescing to every demand, but we must reach a common ground and direction allowing us to move forward in this century, and follow the technology that has brought us to this point in our life.

I raise this issue because it is clearly on the horizon. I expect that we
will be fighting this one together in the
not too distant future.

Once again, I appreciate the
opportunity to talk to you at this
convention. You have been very generous
with your time to this old sparky, you tin
knockers are. I look forward to working
closely with Mike and Tom and all the Sheet
Metal leadership for many years to come.

It is a very good honor for me to stand
here with you as we take on this fight for
a better future for all of our brothers and
sisters.

God bless each and every one of
you and God bless the trade union movement.

GENERAL SECRETARY-TREASURER KELLY:

As you can see this room, it is decorated
by the skills of our membership, and on
behalf of the members and delegates of this
convention, we have for you this box, Edwin
D. Hill, International President,
Brotherhood of Electrical Workers,
fabricated by our Local 104, San Francisco,
California.
IBEW GENERAL PRESIDENT HILL: Thank you, very much. That is beautiful. Thank you very much. I appreciate it.

GENERAL SECRETARY-TREASURER KELLY: We also have a convention bag, and we will mail both of them to you.

GENERAL PRESIDENT SULLIVAN: I told Ed he can put his tools in there, and he said he had thrown them away. Not really.

But, Ed, thank you so much for taking time out of your busy schedule to be here. As you can see, we have a close friend and a close ally with the IBEW and Ed Hill. So let's give Ed, show him our appreciation for being here.

(Applause)

As you see, we are going to have to have some strong allies in the coming days, especially with what we see happening within the labor movement, and I will be talking a little bit more about that this afternoon.

At this time would the Escort Committee please bring president of the
United Association Marty Maddaloni forward.

GENERAL PRESIDENT SULLIVAN: You know, there is no craft that we work more hand in glove with than the United Association, and our next speaker, Marty Maddaloni, is President of the United Association of Plumbers and Pipefitters. Since his days as a young apprentice over 30 years ago when he began in his trade, he worked his way through the ranks of his union, leading Local 420 in Philadelphia and then becoming International Vice President and a General Executive Board member in 1988.

In 1994, he was appointed special representative of the United Association in Washington, D.C. In 1995, he served as International Representative until accepting the duties of General President's office.

As General President, he has been recognized for his leadership in promoting his craft and advancing the cause of the labor movement. Under his
leadership, his union has devoted an unprecedented level of resources to the challenge of organizing the unorganized. His leadership has not gone unnoticed.

In 2004, the Sons of Italy served him with their Sixth Annual Humanitarian Award. He was appointed Knight Commander in the Knights of Malta by Pope John Paul, II, and in 2002 was awarded the Ellis Island Medal of Honor.

Marty Maddaloni is a man who speaks his mind and serves with distinction on the Building Trades Executive Board and is a member of the AFL-CIO Executive Board. He has devoted his time and energy to the cause of his members and to working people in the United States and Canada. He serves on the Board of Trustees of Ullico, is president of the Mechanical Alliance, which we participate with him in, and serves as treasurer of the National Coordinating Committee of Multi-Employer Plans.

My fellow sheet metal workers,

please join me in welcoming our friend and
partner, Marty Maddaloni.

(Standing ovation)

UNITED ASSOCIATION PRESIDENT

MADDALONI: Thank you. Thank you, Mike for that very kind introduction. Very nice of you.

And let me say it is an honor to be here. I am really thrilled. Let me say good morning to every one.

(Chorus of good mornings)

UNITED ASSOCIATION PRESIDENT

MADDALONI: And so far, it has really been an exciting morning, the speakers you have had, and it is always great to hear Mayor Daley speak. He is a hundred percent union mayor, and he believes that workers and the union movement make better wages, so they pay better taxes. That is why he does everything a hundred percent union, and that's good philosophy.

General Secretary-Treasurer

Kelly; General President, my good friend, Mike Sullivan; general officers; delegates; friends and families of Sheet Metal Workers
International Union, let me say I am honored and privileged to be here with you today and to see so many friends that I have met throughout the years. As you know, Tom Kelly and I pounded the streets together back in Philadelphia, and we have Joe Sellers, many, we worked together picketing many, many jobs back in Philadelphia. So it is nice to see so many good friends.

And it nice to see you go about the business of your 41st General Convention. You're continuing a proud tradition of brotherhood and democracy in the trade union movement.

I also want to congratulate your President, my good friend, for receiving his bachelors degree from the National Labor College. I was fortunate to be part of his graduating class, and I want all of you to know that he worked very hard. He also encouraged and inspired the rest of us, and you should all be very proud of his achievement. So, Mike, congratulations,
and I brought a little picture just to prove to everybody that you did graduate, and I would like to present it right now.

    Michael, congratulations on graduating from college. Us old fuddy duds made it, even though we are a little old.

    (Applause)

    GENERAL PRESIDENT SULLIVAN: Thank you.

    UNITED ASSOCIATION PRESIDENT MADDALONI: Our experience at the National Labor College is just one more powerful example of organized labor's commitment to strengthening the trade union movement in America. Certainly in the building trades, we have embraced the idea of higher education for our members. And we think it is time we show the world that our work is as technical and challenging as just about any that I can think of. We are now going to have the same or better credentials than many of the most high profile CEO’s in America. Personally, I am very proud of that, and I know Mike is equally
enthusiastic about the opportunities of the building trades through the National Labor College.

So when you hear people say that the labor movement is dead, that it has outlived the usefulness and has no role to play in our society, I want all of you to hold your heads high and turn your backs on those who say that labor has lost its way.

On the contrary. At no time in our recent history has organized labor been more important to the working people of America. We stand as the last defense against those who would take away our most basic rights; rights like the eight-hour day; pay for overtime, which is being enacted this very day as you're conducting your convention here in Chicago; protection of our wages and benefits, and even our right to bargain collectively. These are rights that are our forefathers fought and died for and now it is our turn to defend the workers of our nations.

Never in my memory has the
struggle been as critical as it is today.

I can tell you firsthand experience that we have a government in power that will stop at nothing to destroy organized labor. My own union has been under direct attack for quite a while now, and I am sure many of you have read about the settlement reached between the trustees of our National Pension Plan and the Department of Labor concerning our investment and in the Diplomat Hotel in Florida. And I want to make you understand that despite the success of the Diplomat investment and the failure of the DOL to find any wrongdoing on a part of the trustees, we were still slammed by the DOL and the Secretary of Labor over this very successful venture. The same Secretary of Labor that when she first took office was asked by a reporter the meaning and the history of Labor Day, and you know what her answer was? I don't know, but I will get back to you.

Well, we are still waiting for her to get back to us with what the meaning
of Labor Day is. I know that we will
emerge from the current difficulty with our
heads held high and our pride in tact, but
what we experienced over the last few years
should be evidence enough for everyone in
labor.

This administration will stop at
nothing to hurt a union like the UA. In
fact, they have spent millions of dollars
to do it. They really don't care what it
costs the American taxpayers. They want to
take a high profile union and try to
destroy it, a union that has publicly
supported the Kerry-Edwards ticket and do
whatever it takes to try to bring us down.

And don't think that this can't
happen to your own union. It can and it
will unless we stop the Bush administration
in his tracks. The only way to do that is
to kick the whole bunch out in November.

(Applause.)

And I know we can do it. I know
we can do it, if we stand together,
shoulder to shoulder on November 2nd.
And now let me offer a word of caution to each and every one of you. We cannot succeed in this critical struggle if we are divided from within. When we fight amongst ourselves, we cannot be strong amongst those on the outside who want to see the trade union movement in America destroyed once and for all.

The fundamental principles of the labor movement remain as appropriate and important today as they were 100 years ago. Most critical of these is the need for solidarity. We have to support each other, encourage each other, and stand united as we turn back the many other threats that confront us today.

And you heard President Hill, and he is saying the same thing, in different words. But the meaning and the resolve is the same, and there is another simple reason that we must stay united.

If we work together in the mechanical trades through an affiliation or an association, we can compete successfully
against anyone who tries to take our jobs away. We can make our contractors competitive in what is a very difficult marketplace today, and that means more jobs for all of us.

But we can't do it if we are fighting against each other. All that does is give ammunition to our enemies who insist that the building trades are too expensive, too powerful, and need to be eliminated from the construction industry.

Well, I can promise you that the United Association is not about to let that happen, and I know that the International Sheet Metal Workers and your general officers are not about to let that happen either.

(Appause.)

That is why I am asking each of you to join with us as we confront those who would steal our work out from under us. This would not happen if we could find a way to be one powerful association. We have to stick together because if we don't,
then we are all surely doomed to fail.

But by offering the industry a united front with the promise of a fair day's work for a fair day's wage, we will show our contractors and our customers that we have their best interest at heart, as well as the best interest of those hard-working men and women that we represent.

To do otherwise is to give credibility to those in the business world as well as in government who say that unions are a barrier to their success. We know that's not true, but it is up to us to show the rest of our industry that we understand that our contractors and their customers want good value for their dollar, just as we want fair wages for the skills that we offer. Those two things aren't contradictory.

We can and we must unite and work together for the good of all of those in our industry because that is the best way that we have to silence our critics.
I know your leaders agree with me when I say that there is those in Congress and the White House who want nothing less than the total destruction of the trade union movement in this country. These enemies of the working people are determined and relentless when it comes to carrying out their agenda, an agenda that has labor at the top of its hit list.

Make no mistake about it, these threats are very real, and the United Association, we understand what is at stake. That is why we have come out so strongly in support of the Kerry-Edwards ticket in November.

We have taken a lot of heat for this position, and that includes very personal attacks on the integrity of our officers, but we are willing to endure this kind of hostility because we know that America cannot afford four more years of George W. Bush.

(Applause.)

And, most especially, the labor
movement cannot afford four more years of
George W. Bush. The hatred that the Bush
administration has for organized labor is
strong and deep and that will never change.

We realize there is simply no
way to convince Bush and his friends in
Congress that organized labor has much to
offer America. We have no doubt about
that, and so we are ready to send them all
back to where they came from, especially
the man back to Crawford, Texas, and his
ranch.

The outcome of this election, as
you have already heard many times, hangs by
a thread, and it is going to be like that
right up until the very end. That is why
we need every union member and his family
to go to the poles on Election Day. Let's
take care of the danger labor faces within
this current administration, and then let's
get busy and make our own movement stronger
and more united than ever before. Only
then will our future be secure. I know we
can do it.
By your presence here today, you are showing that you are committed to the good and welfare of your union, and the United Association, we share that commitment with you; and we are ready to stand with you as we face the future.

Together we can assure that our future will be filled with opportunity and that labor can, once again, claim the respect of all our citizens.

I look forward to working the good fight with all of you, and my best wishes.

And on behalf of the officers and members of the United Association, we wish you a very successful 41st Convention.

May God bless you and may God bless America. Thank you.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY: As you can see, this room is decorated with the skills of our membership, from the car, to the train, the airplane, the St. Louis arches, and everything you see here, so we
thought it was only befitting that we give
our honored guest a gift that was made and
fabricated by the skills of our membership.
And we have this for you,
Martin J. Maddaloni, General President,
International Association of Plumbers and
Pipefitters, fabricated by our Local 104,
San Francisco, California.
(Applause.)

UNITED ASSOCIATION PRESIDENT
MADDALONI: I want to thank the sheet metal
workers. That is very impressive, and that
is what it is all about, skilled, organized
workers. Thank you.
(Applause.)

GENERAL SECRETARY-TREASURER KELLY: It
will be in the mail. And the convention
bag, we will mail it to you. Thank you.

GENERAL PRESIDENT SULLIVAN: You know,
Marty spoke about -- yes, please.
(Applause.)

GENERAL PRESIDENT SULLIVAN: Everybody
needs to get back in the room because we
are going to get prepared to take the
picture, so would you please get those out in the hall into the room.

I want to make two comments before we do that. First of all, Marty talked a little bit about his investment in The Diplomat and what has occurred with that.

Let me explain to you how I perceive it. It was a sound investment for their fund. They made the investment. They did the due diligence, and they did the right thing.

The only thing is, that the government decided that they didn't like the investment, so they went after them to find fault and to destroy their pension fund. And they couldn't do that, so they came after them for some other reasons on a personal nature. And when that happens, you have to understand, the United States government has access to trillions of dollars.

Us, as individual labor leaders, don't have access to those kinds of moneys.
You can't fight that fight and win. They will take everything from you. We have seen it happen too many times to workers. So what do you do? You compromise and you settle. That is the reason those things happen. But I know that that investment was a good investment, and all you have to do is go down there and see it. It is sold out constantly.

The last thing I want to say, Marty, is while we were there, I made the comment about our graduation. I stood there and said, "If my mother was here today and alive, she would be very proud of me. And if she was here -- and if she was here," I said, "I would have to say, 'Look, Mom, it only took me 59 years.'" She would have still been proud.

At this time the Chair recognizes General Secretary-Treasurer Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Bill Press is here today, and he will be available for signing of his book during
our recess.

And now, Mike, it is time to take our picture. But before you do -- before we do, I just want to announce that at 5:30 the buses will leave from the east street side to the Field Museum ball for tonight.

(41st General Convention picture taken.)

All members of the Southeast District Council, meet over there by the St. Louis arches for distribution of the T-shirts, and the Sign Industry Breakfast Council meeting tomorrow, 7:00 a.m.

(At 12 noon, the Convention recessed, to reconvene at 2:00 p.m. ...)
Monday, August 23, 2004

AFTERNOON SESSION

The Convention reconvened at 2:03 p.m. President Sullivan presiding.

GENERAL PRESIDENT SULLIVAN: Delegates, please take their seats. The delegates, please take their seats. Get the delegates to take their seats, please.

Glad to see that they have some big numbers on those signs because the ones they had this morning, we couldn't determine which microphone was which. We can sure see them now, can't we?

Is the Escort Committee ready to bring Bill Press forward?

Will the Escort Committee please bring Bill Press forward.

(Applause)

GENERAL PRESIDENT SULLIVAN: Today we are delighted to have with us Bill Press. He has gone from Democratic leader to investigative reporter to media star. Bill Press is well positioned to examine any issue from any angle. Many of you will
remember that Bill emceed our town hall forum in Philadelphia last August, and what a great and remarkable job he did conducting a lively debate.

(Applause)

GENERAL PRESIDENT SULLIVAN: Among almost all of the Democratic candidates who were on hand at that particular time running for the position.

Bill is the former cohost of MSNBC's Buchanan and Press, a fiery debate program that examined the most complex of today's cutting edge issues. Prior to that, cohost of CNN as Crossfire, a program which set the standard for today's cable talk shows. He has built a high profile in government and politics and broadcasting.

He was the Chairman of the California Democratic Party from 1993 to 1996. He served as Chief of Staff of California's State Senator Peter Behr, and as the director of the California Office of Planning and Research under Jerry Brown.

Bill has been recognized by his
peers who have lavished him with their
highest awards in his field. He has won
four Emmies and four Golden Mike awards.
The Associated Press named him Press
Commentator of the Year for 1992.

Bill is the author of numerous
books, the most recent, which is aptly
titled, Bush Must Go.

(Applause and yeas)

GENERAL PRESIDENT SULLIVAN: The Top
Ten Reasons Why George Bush Doesn't Deserve
a Second Term. We could probably give the
top hundred.

Bill, I would like to stand up
here and give you a couple of more reasons,
except I think the convention will be over
by the time we get done. My brothers and
sisters, let's welcome back a man who is on
the front lines to bring sanity back to the
White House.

Let's give a warm welcome to our
friend, Bill Press.

(Standing ovation)

MR. BILL PRESS: Thank you. Thank
Thank you, Mr. President, and good afternoon, brothers and sisters. I only have three words this afternoon, Bush Must Go. Let's hear it.

(Applause)

MR. BILL PRESS: Let's hear it, Bush Must Go.

(Chorus of Bush Must Go)

MR. BILL PRESS: Bush must go.

(Chorus of Bush Must Go)

MR. BILL PRESS: All right. I agree with that.

(Chorus of Bush Must Go)

MR. BILL PRESS: Well, it is great to be back with all of you and good to see you again and thank you for inviting me to participate in this great convention of yours. I know some of you are wondering how the hell did Bill Press get back here in front of us. Well, I am going to tell you how it happened.

A couple of months ago I was sitting at home. The telephone rang. I
1 answered it. It was your
2 Secretary-Treasurer Tom Kelly on the phone.
3 He said, "Bill Press, Tom Kelly here from
4 the Sheet Metal Workers."
5 I said, "Tom, I remember you
6 from Philadelphia last year."
7 He said, "I was talking to Mike
8 Sullivan the other day and we were
9 wondering, we had a question, so I thought
10 I would just call you and ask you. Bill, I
11 wanted to know, do you believe in free
12 speech?"
13 I said, "Tom, what are you
14 talking about? This is Bill Press you are
15 talking about. Bill Press. You know, I am
16 on television, Crossfire. I'm on
17 television on Buchanan and Press. I write
18 a column. I am out there all the time. I
19 mean, that's my job. I believe in
20 exercising my freedom of speech. Tom
21 Kelly, of course, I believe in free
22 speech."
23 He said, "Good, you are giving
24 one in Chicago on August the 23rd.
MR. BILL PRESS: That's why -- that's why he is your Secretary-Treasurer. But it was great to be with you all in Philadelphia, the business agents that were there last year. On August 11, when we had just about every Democrat running for president in the great State Constitution Center in Philadelphia. I want to tell you that almost every one of those people afterward, Howard Dean, Dick Gebhardt, John Kerry, even Al Sharpton said, Mr. Press, it was the best Democratic debate of the whole season, the one that the Sheet Metal Workers put on there.

MR. BILL PRESS: And I want to tell you something, that night as I was moderating that debate, I saw John Kerry, and I said to myself, I think I see a winner. Today, I look at John Kerry and I know I see a winner.

MR. BILL PRESS: Now, I am proud of
the fact I was co-host of Crossfire,
involved with Novak and Buchanan and Mary Matlin and John Sununu and all those right-wingers. It is good to be on the stage without Bob Novak. You get to finish a sentence that way, once and awhile.

I'm proud of the fact that I had all that experience. I'm proud of the fact I was Democratic chairman of California, but I want to tell you what I'm most proud of. I am most proud of the fact that for the last 25 years plus, I have been a dues paying, card carrying member of organized labor.

(Applause)

MR. BILL PRESS: And like you, like you, I have walked the line many times. Like you, I have fought for our right to band together, our right to organize, our right to fight for better wages, better working conditions, good benefits, good salary, good vacation plan, good health plans for us and for all of our families. And I am here this afternoon, brothers and
sisters, to tell you that we are going to
fight like hell to make sure that George
Bush and Dick Cheney can never take those
rights away from us.

(Applause)

MR. BILL PRESS: Because I believe
that our rights are threatened in this
country today like they have never been
before, which is one of the reasons I
stepped out of my role as an impartial
advisor, if you will, on television, and
wrote this book, Bush Must Go, the top ten
reasons why George Bush doesn't deserve a
second term. I think the reasons are
pretty simple. Top ten reasons why George
Bush doesn't deserve a second term. No. 1,
I don't like the way he walks.

(Laughter)

MR. BILL PRESS: I am going to start
right there.

Number two, I don't like the way
he talks. You can keep right on going.

Now, it is nice to talk about
this book in front of a friendly crowd. It
did not always start that way, I must tell you. The first time I went out to a book store, they sent me to -- the publisher had a wicked sense of humor. They sent me to Austin, Texas.

(Laughter.)

This message does not go over so well in Texas because the Democrats, of course, don't want him back in Texas and the Republicans want him to stay in Washington.

But at any rate, I am at this big book store in Austin, Texas, and there are two guys who are there when I started to talk. And just as soon as I started to talk, they reached over, they picked up their sombreros and they left, walked out. Well, I did not think that much of it. I thought these men are busy. They had someplace to go.

As I was leaving, the book store manager came over. He said, "You know those two guys that left?" I said, "Yes."

He said, "You should have heard, when they
walked out, they were walking past the cash register. After he turned to his friend and said, 'You know, free speech is one thing, but treason is another.'"  Treason. Treason. I don't feel like a traitor writing this book. I feel like a patriot writing this book. In fact, that is why I wrote it. You know, I don't hate George W. Bush. There is no hatred in my soul. I don't hate George W. Bush. I love America, and I love what this country stands for. And I love the freedoms that we exercise as Americans, and our freedoms are under attack under this administration like they have never been before, which is why this election is so important.

I want to tell you three things that I believe about this election. Number one, maybe we say this every four years, but this year we really mean it. This is the most important election of our lifetime. No doubt about it. You know, usually there might be
one issue on the table. It might be the
economy. It might be foreign policy
somewhere. This year, everything,
everything as I see it, is up for grabs.
This election is about the economy. It is
about the environment. It is about jobs.
It is about healthcare. It is about Social
Security. It is about the future of the
United States Supreme Court. It is about
our basic constitutional liberties, all of
which are under attack.
It is about our standing in the
world. It is about the war in Iraq. It is
about the war on the table. There has
never been so much at stake in any election
in my lifetime as this election of 2004.
Number one.
The second thing I believe about
this election is -- and I figured this out
going down to Austin, Texas -- that since I
have been a voter, I voted for eight
presidents. Lyndon Baines Johnson is the
first democrat I voted for. Eight
presidents, Republican, Democratic, and
there is no doubt, in my book, that
George W. Bush is the worst of all eight
and that includes Richard Nixon.

(Applause.)

And the other thing, the third
thing I believe about this election is --
and the reason I wrote the book this way,
Bush Must Go, is I believe this election
is, first and foremost, a referendum on the
policies of George W. Bush.

We hired him -- well, we did not
hire him, did we? We got stuck with him
four years ago. He works for us. We got
stuck with him four years ago and his
contract is up. That is the way democracy
works.

It is our job to take a look
how. The first decision of this election,
do we want to re-up his contract? And if
you ask me, when we look across the board
at his policy, the answer is a resounding
no. We don't have time to go through all
ten today. I won't bore you with that.

Number one, on the environment
here is a president who has rolled back the
clock 30 years in all of the progress that
we have made under Republican and
Democratic presidents to clean up the air,
to clean up the water, to preserve the most
beautiful lands for our children and
grandchildren to enjoy. So I say, for
being the worst environmental president in
history, Bush Must Go.

(Chanting from the floor
and applause.)

Let's look at the economy. We
went under George Bush from a projected
$5 trillion surplus, which is what Clinton
left George Bush with, to today a
$5 trillion deficit. That is a shift,
brothers and sisters, of $10 trillion
downwards for this country.

You know what, that might be
okay if we got something for it, but what
did we get for that $10 trillion under
George Bush? We got no new jobs. We got
no healthcare for all Americans. We got no
new schools for our kids. We got no new
highways. We got no new bridges.

    All we got from George W. Bush is another tax cut for the wealthiest 1 percent of Americans and a long and bloody and costly war in Iraq where 951 of our brothers and sisters and sons and daughters have died because George W. Bush lied about weapons of mass destruction.

    So on jobs alone because this man has just taken this country on the economy from A-okay to IOU, I say again, Bush Must Go.

    (Chanting from the floor.)

    Also, let's look at the jobs under George W. Bush. Again, remember Bill Clinton, 22 million new jobs created under Bill Clinton. Under George W. Bush we lost 3 million private sector jobs, 3 million manufacturing jobs, and now they tell us, Well, the economy is coming back because we have gained another new 1 million jobs in the last few months.

    Well, maybe we have, and if we have, it is good. Okay? Maybe. But you
know as well as I, those 1 million new jobs are not good paying jobs. They pay 20 percent less, at least, than the jobs that were lost. You know as well as I that those are the jobs basically in fast food restaurants that are going to new immigrants to this country that don't come close to replacing the good paying manufacturing jobs that were lost.

But still, even if we have 1 million new jobs, that means -- you do the arithmetic. 3 million lost, 1 million back. George Bush is 2 million jobs short, meaning that George Bush is going to end up the first president since Herbert Hoover to have more Americans out of work when he left office than when he went into the Oval Office.

For that sad sorry record on jobs, I will tell you again, Bush Must Go.

(Chanting from the floor.) That is not the worst of it though. George Bush has not only lost 3 million jobs. He has gone to war on
those Americans who already hold jobs in this country. This is a president who has acted unilaterally to prevent strikes by the airline mechanics and by the dock workers.

This is a president who has acted unilaterally to deny employees of the Homeland Security Agency the right to form their own union.

This is the president that acted by executive order only ten days after he got in office to change the project labor agreements that are so important to those of you working men and women in this room. And this is the president today, his new overtime rules take effect today, new overtime rules that say that 6 million Americans will be working more hours every week for less pay.

That is not a record that deserves reelection, if you ask me. In fact, I would have to say because he is the sworn enemy, the proven sworn enemy of American working men and women, let's here
it again, Bush Must Go.

(Chanting from the floor.)

Let me mention, if I may, one other issue that is in the news. I was up at 6:00 o'clock this morning here at the hotel and over at MSNBC to talk about this again.


(Applause.)

I think this is a most despicable smear campaign that we have ever seen in American politics. It is all a pack of lies. They are trying to do to John Kerry just what they did to John McCain in the year 2000, just what they did to Max Cleland in Georgia in the year 2002.

Because George Bush is a draft dodger and he can't stand to run against a war hero, that is exactly what it is all about. That is exactly what it is all about.
(Applause.)

So I say if it is fair for them to attack John Kerry's combat record, then I think it is fair to compare John Kerry's combat record to George Bush's lack of a combat record. And when you look at that, brothers and sisters, we know John Kerry volunteered for Vietnam. George Bush, with the help of his daddy, ducked the draft. John Kerry won five metals. George Bush won none. John Kerry spent four months in combat. George Bush didn't spend four seconds in combat.

So it seems to me that when you compare John Kerry and you compare George Bush, when it comes to fighting for this country, putting your life on the line, John Kerry wins that battle hands down. Bring it on, George Bush. Bring it on.

And I don't know about you. I was in the seminary studying for the priesthood, so I never even got to go to Vietnam, and I am not sure what I would have done. I might have done what Dick
Cheney did. I might have gotten married and had a kid to get out of going. I don't know.

I know this. I only have two words. I don't care whether they are Republican or Democrat. I have two words for someone who volunteered for the Navy, who volunteered for Vietnam, and then who volunteered for swift boat duty. I have two words and do you know what they are? Thank you. Thank you.

(Applause.)

And that is what every American ought to say. Thank you. So every day it seems to me the stakes get higher and higher and the importance of this election becomes more and more clear.

The good news is that we are not going to be stuck with George Bush much longer. The good news is that we have a great alternative in John Kerry, a man who has fought for his country, proven himself courageous in battle, a real fighter for his country, a man who is a former
prosecutor and a real fighter against those who break the law, a man who is a long time member of the United States Senate and a real fighter for working men and women of this country.

John Kerry, we can hold our head high and say, this is a man that we support who is courageous, he is smart, he is a proven leader. He understands the issues. This is a man, believe it or not, John Kerry, who reads the newspaper. Now, there is a change.

I mean, how refreshing that would be. A president who knows what the hell is happening, what the hell has gone on. This is also a man, John Kerry, most importantly, I think that speaks the English language. How different will that be.

I mean, you know, when you hear John Kerry talk, you don't have to hold your breath to see if he is going to get from the beginning of the sentence to the end of the sentence. You know where he is
going. You know he will pronounce all of
the words, even the three-syllable words.

This is the most important
election that we have ever faced, and we
stand at a crucial crossroads in the
history of this country.

Years from now our kids and our
grandkids are going to look back at this
year, 2004, and what was happening in this
country and they are going to ask us, "Hey
dad, hey grand-dad or hey mom, hey
grandmom, what did you do when there were
41 million Americans who had no health
insurance? What did you do when there were
9 million Americans without jobs? What did
you do when this country had a $500 billion
deficit and the economy is in the toilet?
What did you do when Americans' basic civil
liberties, freedom of speech, freedom of
expression, freedom of privacy, were being
taken away by John Ashcroft and George
Bush?"

You know what that is, we are
not going to have our head held in shame.
We will be able to hold our head high and say, "I will tell you what we did. We got mad, we got angry, and we got busy. We walked. We picked up the phone and made telephone calls. We banged on doors. We banged on our family, we banged on our friends, we banged on our coworkers. We did what we organized labor people do best, we organized, we organized, we organized."

And we gave this country new leadership and new direction with a great new team, John Kerry and John Edwards. That is what we did in 2004 and we are proud of it. (Applause)

MR. BILL PRESS: So that is what this election is all about. It starts right here, Bush Must Go. It starts right here in Chicago. You know it is not going to happen unless we work like we never worked before. Thank you for inviting me.

I say go out of here and make it happen. Bush must go. Thank you, thank you.

(Standing ovation)
MR. BILL PRESS: Thank you. Thank you.

GENERAL SECRETARY-TREASURER KELLY:

Bill, as you can see, the hall was decorated by train, plane, car, lettering, everything is across here, rather than give a conventional bag at a convention, we wanted to display the skills of our membership. You have been a beacon in the light of dark, in the darkness, excuse me, for many, many years to all of us, and we did have a conversation and Mike talked to you, we consider you one of us, please accept this lighthouse.

MR. BILL PRESS: That is gorgeous.

SECRETARY TREASURER KELLY: It was fabricated by Local 17 from Boston. On behalf of the Sheet Metal Workers Association. (Applause)

MR. BILL PRESS: Thank you, Boston. Thank you all. And you know what, that is great. Thanks, Mike. Thanks, Tom. This will inspire me to continue to carry that light in the darkness.
Thank you. Thank you.

(Applause and yeahs)

SECRETARY TREASURER KELLY: Do you see the label?

We also have a convention bag, which will be mailed to you.

GENERAL SECRETARY SULLIVAN: That is big enough to hold the lighthouse.

(Applause)

GENERAL PRESIDENT SULLIVAN: What a great talk. Every time I listen to Press make a speech, I am sure he has got the wrong emphasis on the wrong syllable, okay.

Don't try to be funny. That is what my wife says, too.

The Chair will now recognize Stan Karczynski, Business Manager of Local 73, Third General Vice President, for the Introduction of Margaret Blacksheere, President of the Illinois AFL-CIO. Will the Escort Committee bring Margaret Blacksheere, President of the AFL-CIO, forward.

(Applause)
TEMPORARY CHAIRPERSON KARCZYNISKI: Our next speaker has been a trail blazer in the Illinois labor movement. Throughout her distinguished 35 year career, she has advanced women's participation in the Democratic party and in organized labor. A former classroom teacher, she served as business manager of her local, Local 763 of the American Federation of Teachers.

She has served as delegate to the Democratic National Convention and has promoted candidacy of women at all levels within the Democratic party.

Today, she serves as President of the 1.3 million member Illinois AFL-CIO.

(Applause)

TEMPORARY CHAIRPERSON KARCZYNISKI: Under her leadership, she has pushed a pro-family agenda that promotes quality in the workplace and accountability for firms that use taxpayer dollars. She has served on various boards and councils, including The United Way of Illinois, Voice for Illinois Children, White House Commission
She became well known to the citizens of Illinois with her electrifying keynote speech that helped solidify Governor Rod Blagojevich's quest for Illinois governorship. My brothers and sisters, let's give Margaret a great Sheet Metal Workers welcome for a great labor leader here in Illinois.

I introduce to you the AFL-CIO Illinois President, Margaret Blacksheere.

(Standing ovation)

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:

Thank you, Stan.

It is a pleasure to work with Stan on a number of issues that are important to all working families. Also serving on our board, the State AFL-CIO board, is John Norris, who is from the same local, and we say thank you to him, as well.

(Applause)
ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:

I appreciate the privilege, President Sullivan, to welcome all of you to Chicago and Illinois. As I thought about what I might remind you of, of the importance of all of us working together, I thought about how many Locals are in Illinois. And that's because we, in Illinois, understand how important labor is.

As Stan said, we have over a million members and all of those families together have a lot of political clout when we do it together. And that's what we are about in Illinois, solidarity.

One of the Locals is your international local union out of Peoria Heights. That local began your union, and I think that is something you should feel very proud about, as well.

(Applause)

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:

You know, we always talk about, this is most important, this election is the most critical one. Two years ago, we in the
labor movement said that was so. We stuck
together. We did an early endorsement and
we now have a Democratic House, a
Democratic Senate and a Democratic
Governor, and that is the hard work of all
of our members.

(Applause)

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:
And you know, that our members then say to
us, "So what. What's it mean? Yeah, we
got them all into office, but they don't
remember."

Let me just share with you some
of the bills that are now law in the State
of Illinois: Card check, so that every
private, every public employer in the State
of Illinois has to recognize 51 percent of
card signatures as a right to collectively
bargain without an election. First time
ever.

(Applause)

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:
Project labor agreements on every state
project and on every project that gets
state dollars. Never happened before. We have that now.

(Applause)

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE: A minimum wage increase, an equal pay salary. All of these are just some of those.

As Stan pointed out, corporate accountability, we now have in the State of Illinois, a law that says you are a company, you want to come here and create jobs, which we are always looking for, when you do that and you get a tax break or a grant or an infrastructure improvement, you have got to guarantee that you do good jobs with benefits and pensions, and if you don't, you got to give us the money back. That is what the State of Illinois says.

(Applause).

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE: And today, I am most proud of what our legislature and this governor has done. Everybody is talking about how affected we are by the overtime regulation
that W put in. In Illinois, in April, we passed a law excluding us from that federal regulation, so today, things aren't any different here for Illinois workers. They are the same. If you get overtime, you still get overtime in the State of Illinois.

(Applause)

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:

I know you have heard from some very eloquent speakers about how we must stick together and how we must make a difference. We are considered a Democratic state. We don't have any campaign commercials, which we're grateful for. We don't have any campaign buttons, stickers or posters, which we are not grateful for. They presume that we are going to go Kerry-Edwards. You know better than some of these politicians, we can never, ever take an election for granted. So we, in Illinois, are gearing up. Just as if we were a battle ground state, we are lucky we have a Senate candidate, Barack Obama, who
energizes everybody.

(Applause)

He, by the way, Barack Obama was the sponsor of the overtime bill that kept it the same for us here in Illinois. That is the kind of guy he is.

So all of us in Illinois will be working hard. Some of us will travel on the weekends to the neighboring states that are our battleground states, but we are not going to take anything for granted.

As you spend your time deliberating this week in Chicago, and as you look about this great city -- and I hope you have some time to spent throughout our state; we need your money desperately, so spend it freely, please -- but as you do that, realize that after we finish this, after your convention is over, we all, wherever we are from, must roll up our sleeves and make sure there is no W in the White House.

Thank you.

(Standing ovation)
TEMPORARY CHAIRPERSON KARCZYNSKI:
Margaret, Secretary-Treasurer Kelly would like to present you with a few gifts from the Sheet Metal Workers International.

GENERAL SECRETARY-TREASURER KELLY:
This flower pot was fabricated by our members of the Sheet Metal Workers, Local 40, Rocky Hill, Connecticut, and we hope that the laws you have enacted throughout the State of Illinois will grow throughout the nation and we don't have to put up with George Bush and his overtime cuts.

ILLINOIS AFL-CIO PRESIDENT BLACKSHERE:
Thank you.

Thank you very much.

GENERAL PRESIDENT SULLIVAN: We will give the Escort Committee a second.
The Chair will now recognize Stan Karczynski to introduce Dennis Gannon.

Vince, $50, pal.

TEMPORARY CHAIRPERSON KARCZYNSKI:
Will the Escort Committee please bring up Dennis Gannon, President of the Chicago Federation of Labor.
(Standing ovation)

TEMPORARY CHAIRPERSON KARCZYNSKI: Our next speaker rose through the ranks of Operating Engineers Local 150 to become a strong labor leader in the local community and president of the Chicago Federation of Labor.

Dennis Gannon's service to the working families of Chicago is very impressive. He serves as chairman of the amalgamated bank labor advisory committee and chairman of the University of Illinois at Chicago Labor Advisory Board. Both Governors Ryan and Edgar appointed him to the Capital Development Board, the Human Resource Investment Council, and the Department of Labor Advisory Boards. He also serves as a board member of the Chicago Convention and Tourism Bureau and sits on the Jobs for Youths Council.

In addition, Mayor Daley chose him to serve on the Chicago Public Schools Blue Ribbon Advisory Committee, as well as
member of the Welfare Reform Task Force.

This is a man whose start was in
the building trades as a member of the
Operating Engineers Local 150. He worked
for the City of Chicago Bureau of Equipment
as a hoisting engineer from 1937 to 1984.

He was eventually named general
foreman for the Chicago Department of
Streets and sanitation.

My brothers and sisters, I am
proud to introduce a man who has not
forgotten his roots. He is good friend of
Sheet Metal Workers. Let's give him a
great Sheet Metal Workers welcome to the
President of the Chicago Federation of
Labor, Dennis Gannon.

(Standing ovation)

CHICAGO FEDERATION OF LABOR PRESIDENT

GANNON: Thank you.

First off, I would like to thank
President Sullivan, Secretary-Treasurer
Kelly for choosing our wonderful city to
host your convention.

As Stan indicated to you
convention and tourism. Convention and

tourism here in Chicago is really our

number one source of employment throughout

this city, whether you be a building and

construction worker or hotel worker.

It is very important that we

reach out to our brothers and sisters in

the labor movement to bring as many of

these conventions here. I will tell you

why. If you just take a look around this

city, Margaret Blacksheere was here, and we

work very well with the State Federation of

Labor. We here at the Chicago Federation

of Labor, the 5,000 working men and women,

the 320 some odd unions, but if you take a

look at the construction that has taken

place in the City of Chicago over the last

12 years, whether it be Soldier's Field,

whether it be the expansion in the West

Building at McCormick Place, whether it be

Millennium Park, whether it be O'Hare

Field, those are projects our working men

and women in our building construction

trades benefit from day in and day out.
It is because of leadership like Stan Karczynski, who sits on the board of the Chicago Federation of Labor, Stan instructs myself and Secretary-Treasurer Tim Leahy. Tim is in the back of auditorium. Tim, thank you for joining us, but we go down to Springfield, Illinois, and we lobby on behalf of the building and construction people, and we lobby on behalf of the hotel people and at the end of day, it is an all about keeping people working. If there is somebody that has done that, it is the Sheet Metal Workers.

I came in here this afternoon. I was here this morning because I was dying to hear what the Mayor said. After you made him an honorary member, we got to have him by the short hairs now, I would think. If we didn't, we must have by now.

This podium is just unbelievable, and from what I understand, it was a piece of every local throughout the United States and probably in Canada, I
am not too sure about that, but it is
just -- it is a piece of work, and it is a
tribute to all the folks that we are here
representing today, and I think they
deserve a round of applause for putting it
together on our behalf.

(Applause).

CHICAGO FEDERATION OF LABOR PRESIDENT
GANNON: You know, you always, when you
have an opportunity to talk to an
international group like yourselves, you
always get concerned you are going to say
the right thing, and you always get
concerned about maybe doing the wrong
thing. You know what, as long as we are
all doing together, on behalf of the
working men and women that we represent, we
are doing the right thing. And the right
thing --

(Applause)

CHICAGO FEDERATION OF LABOR PRESIDENT
GANNON: And the right thing for all of
us. I mean, and bore rock Obama might have
given a video conference. I know he is on
vacation this week. It is not a red state, it is not a blue state, it is the United States. And the last time I recall, we make a difference on who gets elected, and we make a difference of who we don't elect. And if there is one thing it is, it is about accountability.

We want to elect somebody that is going to be accountable to us, and we believe Kerry and Edwards are going to do that. We believe Barack Obama is going to do that for the State of Illinois. The only key word we need unity among rank and file, need unity with the leadership, need unity national level AFL-CIO, and once we elect the people that we believe can represent working men and women, we got to hold them accountable. We got to hold them accountable, whether it is in Washington, D.C., or in Springfield, Illinois. These Democrats or republicans that we elect have got to remember what we stand for. And we stand for the rights of working men and women. And there is nobody that does that
better than the Sheet Metal Workers.
Thank you for having me. Thank you for being in Chicago. But, most of all, thank you for electrifying your memberships.

Thank you.
(Standing ovation)

TEMPORARY CHAIRPERSON KARCZYNSKI:

Dennis, General Secretary-Treasurer Tom Kelly would like to present you with a few gifts from the Sheet Metal Workers Association.

GENERAL SECRETARY-TREASURER KELLY: As you see, this room is decorated, you commented on it, with the skills of our membership. As a fellow building trade man, you understand what it is. We are presenting you with this lighthouse fabricated from our members of Local 46, St. Louis, Missouri, for all you do for the members, all the members in the unions, AFL-CIO in Chicago here. Thank you.

CHICAGO FEDERATION OF LABOR PRESIDENT GANNON: Thank you.
GENERAL PRESIDENT SULLIVAN: Thank you so much for joining us, Dennis.

Well, I am going to start off this afternoon after listening to some of these speakers. What I have to say is not as rousing and we are not going to be cheering and we are not going to be chanting, but I believe the message I have to deliver to you this afternoon is about the future of our union and what we have been doing the last few years.

As I said, I come before you today to talk about the state of our union, and it is a very important time in our union to be talking about this. For 116 years now, sheet metal workers have gathered to talk, plan, share our ideas and experiences, strategize about how best to grow our wonderful union.

And for most of those 116 years, every meeting was a critical one, and this year is no exception. I am going to take a good bit of time, and I know that is tough sometimes; but I am going to take a good
bit of time this afternoon to set the tone
for the rest of the week. Please bear with
me.

Not surprising, the problems
year after year have been pretty much the
same: Antagonistic employers, more
interested in protecting their bottom lines
than in treating their workers fairly; a
hostile government, out to weaken or crush
us; today, a very questionable economy, a
popular culture that devalues unions and
promotes an excessive individualism that
leaves people divided rather than united;
jurisdictional challenges from our unions
out to get our work; competition from
non-union sources, foreign and domestic;
the need to organize new members, win new
work, and expand our ranks; the difficulty
in motivating a membership that exists by
voluntary choice; the need to build strong
national and local organizations with very
limited resources.

Time and time again these have
been the issues, and time and time again,
year by year, decade by decade, we have preserved and made progress. Yes, we do meet at a critical time, but I am confident that when we leave here, we will be stronger. We will be more focused, and we will be better prepared to do what needs to be done, just as has been true so many times in the past.

Five years ago when I last addressed you, I told you there were five critical challenges facing our union. It should be no shock that the same five challenges face us today.

First, building our organization. Second, improving our competitive position. In the new lingo, we are learning that means increasing our market share in industries where we now serve and are moving into new industries.

Third, organizing the unorganized and expanding our ranks. Fourth, winning in the political arena, and, fifth, protecting our jointly managed trust funds.

Our problems are real but not
insurmountable. Consolidations and the
growth of the larger regional, national,
and multinational firms continue to place.
All too often this puts key decision makers
and even the business themselves out of the
influence of individual locals.

Clearly, when you are up against
a company with a dozen plants in seven
states and a couple of other countries, one
local union is not going to have a lot of
leverage. Not when you consider how easy
it is these days to pick up and move even
the largest of facilities.

Technology continues to change
what sheet metal workers do. Jobs and
techniques are vanishing almost as fast as
we learn them. Entire new industries are
merging all around us. Competition remains
fierce. Our non-union rivals continue to
make end-roads into our markets.

With some notable exceptions, we
are doing little more than holding on to
our own when it comes to market share in
our industries, and we continue to face
jurisdictional challenges from other unions. The carpenters are the most recent and notorious example. I will talk more about them shortly.

Five years ago I stood here and told you the economic boom we enjoyed would not last. It was only a matter of time, I said, before the bubble would burst. Unfortunately, the crash came far sooner and was far worse than we expected it to be. And it has gone on, surely, for far too long.

Working families have been the hardest hit in this second greatest depression with record job losses, stagnant or declining incomes, and ever declining taxes as the tax burden has been shifted off the well-to-do and onto the average American worker. 3 million jobs. Think about that. 3 million jobs have simply disappeared, and that is just in the United States.

It has been as bad or worse in Canada. Unemployment among our ranks
remains at record levels. In the face of this devastating economy and this climate, we have held our own in many areas and even made some gain in membership and jurisdiction, and that is something to be very proud about.

This is a testimony to the wisdom of the path we started down ten years ago. The exception is in manufacturing. That is where we have lost most of our 3 million jobs. Actually, I should say, disappeared because we know where they went. They went to China, to India, to Pakistan, to Mexico, to Vietnam, everywhere but here.

That is no thanks, in any small part, to a government that encourages and rewards job flight in the name of economic rationality. Bull. That is what it is. It is bull. Job loss is job loss, and it is always bad for us.

We can only hope that George W. Bush will finally understand this when we outsource his job in November.
Now, let's talk a little bit about our organization. I told you five years ago that building and strengthening our organization must be our number one priority, and it has been.

We have already made much progress when we met five years ago, putting our finances in order and taking control of staffing to make sure that your money was used wisely. The Convention Report documents all of this department by department.

New organizing and educational materials, continued support for local union organizers now at 83, better training programs, old and new industries alike, new certification initiatives that are opening up doors for our members, for sheet metal workers, expanded research and development initiatives that are laying the foundation for more progress in the future. Stronger partnerships that build and strengthen our ties to historic markets and help open new
ones, continued support from local unions
in trouble, including five trusteeships.
The theme of this gathering says it all. Strong local unions are the foundation of our future, the secret to a stronger and united union. Now, I want you to think about it. These are more than words. This is what we really believe. This is what guides our actions. This is what has been -- what we have been doing over the last five years.

There is one simple solution to our problems, but one thing is clear -- I mean, there is not one simple solution to our problems but one thing is very clear. We keep on doing things the way they were being done in the past.

We have to change with the times and change in ways that make us stronger. We have to be willing to look at old problems in new ways. We will be talking about this week -- as an example, about area councils and industries where this kind of organization does not now exist,
that is a change from our tradition and
that has some of you very concerned.

But if you look at it as an
alternative to mergers, as a way of getting
the economics of scale necessary today
without sacrificing local identities, then
things may look a little different and may
be an idea that warrants your
consideration. We recently amended our
Constitution to make first-year members --
first-year apprentices members.

Pre-apprentices are no exception, and I
will say it again, pre-apprentices are no
exception. They must be represented. That
is what we do as a union. We don't stand
for poverty wages with no benefits. We
must be fully inclusive in our
representation.

(Applause.)

This too reflects our new
understanding. We have to become more
inclusive to look for ways to bring more
members into this union and not to keep
them out. We have to look for ways to
expand participation, not limit it.

It is the same logic that led us
to encourage locals to lower initiation
fees to $500 and take other steps to make
it easier for new members to join our
ranks. We caught a lot of criticism for
that, but we know we still need to do more
things just like that.

I am sure you all know that we
will be voting on an increase in your per
capita later this week. We will talk about
this in more detail at that time, but let
me say that this was not an easy decision.

We put together a special
committee with representation from every
level of our union. We examined the
question and concluded that we simply could
not do what needs to be done without this
increase. The per capita has not been
increased in 11 years, soon to be 12. We
have held the line doing more and more with
less and less for quite a while, but there
are limits to how far we can stretch the
all mighty dollar.
If we want to ensure that our union remains strong -- and it will be your choice -- and that our critical programs in organizing, training, membership service, remain in place, we need this increase.

Our second priority area, if we were to grow and survive, has to be to expand our market share. The very use of that term "market share" reflects our growing understanding of this issue. For years and years in our industry, we measured our man at work in man-hours. When the number went up, we were doing great, and we all patted ourselves on the back.

But that was -- but that way of looking at the situation hid more than it revealed. It hid the fact that much of the time we were losing more work than we were winning.

Today union sheet metal workers do only a fraction of the work that they should. That is wrong, and we must change it. And I will talk about our efforts to
organize in a minute.

But first I want to discuss some initiatives that are just as critical to our long-term survival. Particularly, our efforts to build partnerships with employers and to find new ways to expand our presence in old and new industries. This is very critical, but it requires us to examine critically the obstacles to our advancement and to question some of our old assumptions.

If you think about it for a minute, it just makes sense. Our contractors and employers have what we need, jobs and work. We have what they need, the best skilled, well-trained people committed to doing the best possible job. Committed to excellence with a tangible stake in company growth and willing to change and adapt to new technologies so long as we have the opportunity to reap some of the benefits.

This commitment to building, where possible, mind you, cooperative
partnerships is evidenced in every areas of our operations in the United States and Canada. In the new contract forms and addendums, including the first revision of the standard form in more than a decade.

In new training, education and certification programs, the position as well for the future. In job -- in joint research and development initiatives and a mutual advantage approach towards bargaining that has helped us get past many road blocks that would have derailed efforts in the past.

In our work to identify best practices that will make our men more productive and our employers more competitive, and enjoy health and safety initiatives that have reduced accidents, lowered health costs, and improved safety on the work site, and national and international agreements that open up new opportunities. We have come a long way over the last five years.

In 2000, for example, we joined
with SMACNA, in sponsoring our first
partnership conference.
Secretary-Treasurer Kelly has taken the
lead for us in these endeavors, which are
reaping the benefits in labor management
relations. It was a big success, so we
organized another one.

This year we went even further,
jointly organizing the first industry week
program in early May, combining the
partnership conference, our international,
apprenticeship contests, trustee meetings
and training programs and other sheet metal
activities into one full week in Las Vegas.

Sheet metal workers and
contractors, union and industry leaders,
rank and file workers and employers sat
down and shared experiences. We discussed
new ways to work together. It truly was
not just time to step out of the box but to
redesign it. The unique framework we have
built around training and certification is
at the heart and the effort to redefine our
place in our industry.
Working through the International Training Institute, ITI, and National Energy Management Institute, NEMI, and other organizations, we have developed a host of new initiatives that highlight and expand and reinforce the training and skill union sheet metal workers bring to the job equation. You will be seeing a lot about that this week.

An important step taken in 2001 by ITI was in updating its training processes. The new high-tech core curriculum provides apprentices the solid base of skill and knowledge, while offering journeymen the chance to develop high levels of skill in specific processes and procedures. It is a major step forward.

We know that it will not be accepted easily because change never is. NEMI has added a new dimension to our training programs by working with union members, SMACNA, and contractors to identify emerging market and new employment opportunities. They then developed
programs to give union sheet metal workers a chance to advance in those markets. This includes the development, where appropriate, of formal certification programs. NEMI then hands things off to ITI or other organizations to provide the training and administer the programs.

Our welding certification, which continues to grow and expand, has become a recognized industry leader through this process. It offers real rewards to members and contractors who participate.

ITI has also expanded the instructors training program to help ensure that our local JATCs have the staff they need to train our members. We even worked out a special relationship with the National Labor College to pursue college degrees, and we have had at least 150 of our members go through the program and receive their college degree.

ITI launched an accreditation program for JATCs in 2001. Already 115 JATCs have completed the process winning
full accreditation. More JATCs are working
to get certification, providing credibility
to our claim -- providing credibility to
our claim that sheet metal workers are the
best trained to do any work under our
jurisdiction.

I would like to thank the
delegates at the 40th General Convention
for the opportunity they gave me five years
ago to turn around the NEMI program. If
you remember that Convention, we had to go
to the floor to ask the delegates to bear
with us and give us an opportunity. I
believe it is paying off way beyond our
expectations.

All of you will be receiving a
special five-year report on the NEMI
program, which will show how valuable this
program is to our industry.

Let me cite, one, for example,
the National Center for Energy Management
and Building Technologies. It is a new
initiative that we launched this year
designed to improve the efficiency,
productivity, and security of the building stock in the United States. This sheet metal worker initiative, opening its doors in January in cooperation with the University of Las Vegas, it works on research, technology, training, marketing, analysis, education and public policy, designed to identify the ways that existing buildings can be improved.

These are all things that sheet metal workers have a very special interest in. You know, when we sent the letter to the President of the United States, there were a lot of people that thought we were crazy and that it was just another pipe dream. But that program is now a reality and is assisting us in under air floor development, and it is showing -- I have to tell you, it is showing that we have -- that those types of systems are not any good and they have to do them particularly in a specific manner for them to work.

In fact, the first module that they put together and they went out after
it was in, they opened up the floor and
they found a dead rat. It proved to those
people that are in favor of this type of
work, that it is not the best way to do
business.

A new certification program was
launched this year in HVAC. We expect
that, too, to produce good results. There
is also a comprehensive certification
program underway for testing, adjusting,
and balancing TABB. Unlike non-union
programs, our TABB program certifies
workers as well as contractors, and that is
a big difference.

NEMI is exploring other industry
areas as we meet, including service work,
indoor air quality, energy management,
building commission, and residential
service. We expect to see new programs in
a number of these areas in the future.

In addition to training and
education and certification, we are
exploring more direct forms of action to
expand our market share. Our plans to
expand in residential market provide a good example. Up to 60 percent of all construction spending is in the residential market. Unfortunately, union sheet metal workers get very, very little of that.

Not everywhere, however. Local 285 in Toronto, for example, controls 85 to 90 percent of the residential work in their area. That is because they made a priority to go out and get it. Part of their success lies in the piecework agreement that they have negotiated with their contractors.

Now, I know all of you say piecework has long been a bad word in the union industry and in our dictionary, but it works in Toronto and it may work someplace else. Union workers are guaranteed a certain level of pay and benefits, but they earn more based on the work that they do.

And the residential builder always knows what the job will cost. That is important in the residential building
context. Working with SMACNA, we are in the process of testing a version of the residential piecework model in Florida where right now union workers do less than 1 percent, and that is an exaggeration of the residential work in construction.

We intend to change that. We have already seen results, including one new signatory contractor and we have just began.

The possible market is immense. It is estimated that up to 3 million residential HVAC units nationwide fail each year, and another 20 million need service. That is a lot of work that should be ours. It does not belong to someone else. It is ours, and we should be doing it.

As I said before, we are not going to roll over and go along with an employer's want if it is not in the best interest of our members. That would be a betrayal of our historic responsibility, and it is not going to happen on my watch. We must always be willing to fight for what
is right when a fight is required. We can never forget that. We can never accept second class agreements where benefits are not provided and union workers are denied the basic rights. We must always know where to draw the line in the sand, and we must never, never be afraid to do so.

(Applause.)

But it is also important to remember that while we may have caused a fight with our signatory employers, as we work to protect and serve our members, they are not the true enemy. The non-union firm, the anti-union firm is the real enemy, and we all know that. We will rise and fall with our employers and contractors.

In many cases they are as worried and concerned about the trend of things as we are. I have talked a lot about cooperation this afternoon because that is critical to our efforts in most of our industries, but I would be remiss if I did not make it clear that we face some
employers who could care less about our cooperation. They are out to break us. The major railroad carriers, including Amtrak, are good examples. No matter how accommodating we have been, no matter how much we have tried to craft agreements that provide mutual benefits, they have not been interested. Unfortunately, so far they have been backed by the Bush administration and have been able to box us in legally so that we have very little room to maneuver. We will no longer continue to tolerate this kind of treatment. We will have justice, and we will fight to protect our members who are being held captive by the railroads. The situation in the shipyards is only slightly better. Yeah, our railroad brothers, they know what it means. We can only hope that a change in administrations will change the context enough to convince some of the employers that they need to get serious about working
collaboratively. Just one more reason, again, one more reason to elect a new president.

On a more positive note, we do continue to support a variety of agreements negotiated with other building and construction trades, unions that are designed to give union contractors a better shot at winning and keeping work.

While not perfect, the National Maintenance Agreement, the General President's Project Labor Agreement, the National Construction Agreement, and similar joint efforts generally serve our members well. They protect jobs and win work that might otherwise be lost to us.

I understand that there are some problems with these kinds of packs and that some of the addendums and agreements that we have negotiated with employers that supersede work preservation clauses and local contracts. It is important to remember that our goal has to be to preserve the unionized sector of the
industry, the unionized sheet metal industry, and mobility is a key to that. The days when a local union could wrap itself tightly in a local contract and keep others out are fading fast. In the face of a global economy and increasing industry consolidation, we must have coordinated strategies. We must have agreements that cut across boundaries and that allow our contractors to compete wherever work may lay. That is not to say -- and, again, that is not to say that the concerns of individual locals are not important, only that there must be some bounds and that we must also look to the best interest of all of our members. Look at the carpenters. They have left the AFL-CIO so that they are not subject to the federation's rules about rating. We, on the other hand, have chosen to build alliances with other unions. We have chosen to respect craft boundaries, confident that we will all advance
The carpenters have rejected that for a go-it-alone, just-for-themselves approach. Their idea is to get what they can and to hell with everyone else. We have chosen the civil society of labor. They have chosen to be outlaws. They are wrong. They may make some gains, but not if we can help it.

But they can't win in the long run. Protecting our jurisdiction from the carpenters and from anyone else who may challenge it, is a key task for us. We will not tolerate the theft of our work on the side of labor cooperation. We are about to sign a joint resolution with the painters this week on Wednesday to show that. And I want you to know, we are not going to tolerate the carpenters stealing our work.

(Applause.)

We are going to sign a joint resolution with the painters and other unions reaffirming our support on Wednesday
of the jurisdictional resolution process.

Wednesday afternoon we will join the painters by satellite hookup to affirm our support. They are in their Convention as we are in ours. Good labor management relationships, new training, marketing and efforts, education and positive political change in Washington and state legislatures can create a context in which our union can grow once again, but they won't bring us members. We have to organize to do that.

That is the third area of challenge for our union, organizing the unorganized. We have put a lot of work into organizing in the last five years. You are all aware of that, including returning some of the per capita through granting the financial assistance from the Dues Defense Fund to enable local unions to engage in effective campaigns against non-union or unorganized employers.

As I said earlier, we have subsidized what are now 83 organizers working for locals. That is on top of our
28 international organizers. We have won many organizing victories and brought new members to our ranks. That achievement enabled us to stay ahead in spite of a collapsing economy, and the flight of jobs out of the manufacturing sector.

Although a small number, our total membership has grown by 2 percent, and it is that much higher than it was five years ago, while we lost many, many manufacturing facilities.

Over that same period, we pushed our market share -- and I think this is key in the construction industry -- from 33 to 38 percent. Now, mind you, that includes the residential market. So think about that if we were doing it on -- if we were just doing it on commercial, industrial, and institutional work. So we have grown market share by 5 percent in the last five years in a down economy. We should be proud of that. I am proud of you for that, and we need to keep doing the same things.

(Appause.)
I think it is obvious that it would have all been worse without the work that all of you have done, but that is still not enough. We have to do better. The obstacles I talked about five years ago were, and still remain, the ABC, hostile management with their anti-union lawyers and consultants and their campaigns of fear, right to work laws, cynical and fearful workers that believe the lies they are fed, an erosion of support in a general public that has forgotten the role that we played, that this union has played and all unions have played in securing the American standard of living.

We also have to deal with a couple of new generations of workers that have no experience of what life was without unions and who often feel alienated by our structures, our rules, and our procedures. That is one of the reasons that our youth-to-youth program is so important, and I am pleased, very pleased how many locals have made it a priority.
You all know how important and near and dear youth-to-youth is to my heart. We are looking to create a youth-to-youth council, to serve as a forum where locals can share their experiences with this important organizing tool. We will be talking about that later. That step will do more, in my opinion and based on my experience with the program in Local 20, to advance youth-to-youth to new levels because, as we found out in Local 20, our young members want to be more involved in their local.

None of us has enough resources to do all things that are necessary on our plate, so take advantage of a very, very special pool of individuals who can contribute to your organizing success. When we build organizing into our apprenticeship program through youth-to-youth, we not only secure the grounds which we need to take our message to workers, but we also give our members the best possible understanding of the
benefits of a union.

They get to see firsthand that what we do is important. They developed a stake in what we do. In the long-run, this may be as important as the members, these young people bring to our ranks and they are bringing members.

Listen to the success stories you will hear this week and ask yourself, please ask yourselves, if you are not already involved with youth to youth, how can you make this initiative work in your area?

I talked five years ago about our efforts to wage coordinated campaigns against targeted companies. We continued to move in that direction. In fact, if you remember at the convention, when we met five years ago, we were talking with Eisman Corporation, a major nonunion presence in the auto industry. And we have been working on them and we worked on them in a coordinated effort with many local unions.

Finally, they saw the light in
the wake of our campaign. They are now
signatory employers in the United States
and in Canada.

(Applause).

GENERAL PRESIDENT SULLIVAN: I have to
tell you, it was a joint effort. I would
be remiss if I did not ask to express our
thanks to Local 562, Ontario, and Ralph
Zuccala and Local 24, Dayton, Ohio, and Tom
Anderson for their support in making that
possible.

(Applause)

GENERAL PRESIDENT SULLIVAN: That's
what this is all about, success, members,
jobs, growth. It is the kind of work that
requires coordination and cooperation
across many locals. And as you can see, it
does pay off.

As part of our effort to build
new partnerships and expand our market
share, we continue to actively promote the
advantages to union workers for emerging
industries that rely fundamentally on high
quality work. When it comes to clean
rooms, tab, architectural and design work, high tolerance HVAC and a multiple of other projects where quality and adherence to tight standards is critical, we have what employers need. And we should never forget that. Training and an understanding of how things work, have to work is what we do best.

In the high tech service economy, we seem to be heading towards quality counts, and that's great. Doing the job right the first time, and that's great. The nonunion sector can't provide that. They aren't willing or able to make the investment in people. They don't have the infrastructure to provide training and support. We do.

As workers and employers come to understand that as we show them that they are coming to our side, as we show them all of this, they are coming to our side, that is why our certification initiatives are so important. With them, we are setting the bar high. We know we can meet and we have
to meet those challenges, and we have to challenge our competitors to do the same.

Look at our victories and our failures and one thing is clear. Success comes at the local level. It is a function of what you do back at home. No one can come in and organize for you. The International can help, but in the end, we can't do it from Washington. In other words, it was an old story, when I was business representative and my local and business manager, the international rep would always come in and say, "Mike, we are here, I am here from Washington, and I am here to help you."

That's not what happens. We are there to help. You are right. But we have to do it on a local level. You have to do it. You have to do it member by member and employer by employer.

This union, like all unions, was built on worker to worker organizing. Over the years, we have let that slide a bit with our country club mentality. It is
time for us to go back to basics. Everyone
of our members must become an organizer.
You know your communities, you know your
market, you know the men and women who
control the work. You know the workers.
How you act makes a difference. You and
your members are the true action heroes,
because you are the people on the ground.
You are the ones who will be there the day
after the election, the day after the
contract is signed.

I have talked about our
contractors, employers a lot today. There
is a reason for that. Once upon a time we
approached organizing by focusing solely on
the workers. If we got them on our side,
we figure we had won. We have learned that
is not always true. Far too many of our
election victories have not turned into
contracts. Look at shipbuilding, if you
want a good example. Now, some of those
employers will never agree until we beat
them into the ground, and we will do that
if necessary. But in other cases, we
simply haven't made the sale. We must educate them about the advantages of being union and signing collective bargaining agreement with the Sheet Metal Workers. I described them earlier, and you know them. Stable workers is what we have to offer, training. That is definitely unmatched, a benefit system that offers cost effective way to give workers health and pension benefits, a willingness to cooperate and expand the work and understanding of customer service, access to new technology and techniques.

Take a moment and ask yourself, what would a strong union look like in your community 20 years from now, even ten years from now, with your employers, your market and your reality. Think about it. How can the union influence working conditions, nature of work force, nature of work itself, how technology is used and how the work is done. That's the gap we face. Between a world without unions and what can be if we regain the initiative. The
challenge is convincing all too well and all too real.

Men and women who do the work and who make the decisions about work that our vision is in their best interest. We are working here to create a framework, a national and international framework to make that possible, but the sale has to be local. It is up to you to put all of the ingredients together, to weld both the carrot and the stick, to organize the persuasion and the battle. Organizing works when a local union makes it work. And that's the point.

We have done a couple of professional membership surveys in the last five years and by and large the results have been good. This may astound you. Most of our members indicate that they -- that they had respect for our union and supported our efforts. With 80 percent -- with an 80 percent rating, the work, they rate us favorably, the work of the International, 80 percent as good or very
good or higher. They talked over and over
been about the value they get from wages
and benefits, about the importance of job
referrals and our safety net programs,
about the differences our union has made in
their lives. They express support for
organizing, surprisingly, I am sure, to a
lot of you.

But most said they were not
personally involved. That is what we must
change. It is another 50 bucks for PAL.
Passive acceptance for tolerance for what
we do is not enough. We need to act -- we
need the active support and involvement of
our members. That is what will make the
difference.

In the end, again, that is your
job. That brings us to the force, critical
priority of this week, politics. I know I
don't need to tell anyone in this room how
disastrous the last three years have been,
three years eight months and what is the
date, 20 some days. It is just getting
terrible.
And from labor's perspective, it has been pure hell. And really from the perspective of the world, this is the most pervasive, mean, nasty, ideological, anti-union administration since before the great depression. George worse Bush and Republican majorities in the House and Senate have devastated our economy. They continue to encourage and support the flight of jobs out of our country. Offering nothing in exchange.

I talked about the carpenters a few minutes ago and how they have chosen unilateral action over collective support in pursuit of narrow minded self interest. George worse Bush is on the carpenter's path, unilateral action and pursuit of self interest, his friends, regardless of the consequences. He tells us to trust him, it will all work out. He tells us we have turned the corner.

If we have turned the corner, it is on the road downward, and it is time for him to go.
Applause)

GENERAL PRESIDENT SULLIVAN: When anyone has the audacity to ship millions of jobs out of this country and that they don't -- and they don't come back, and when they go, communities, we know, go with them. When the jobs leave, the communities have gone and that has been happening for a long time. But he has the audacity to tell us that it is good for us.

Does anybody believe that all of this job loss is good for us?

(Chorus of nos)

GENERAL PRESIDENT SULLIVAN: Never in the history of this country has one president supported that issue and been so successful at taking jobs away from workers in this country. We do not believe in the Wal-Martization, Wal-Martitizing of America where new jobs, if any, are bad jobs. That is not what we stand for. We do not believe that we need to reduce our standard of living to that of third world nations to become competitive. We do not -- we cannot
trust George worse bush with our future.

Every employee election is critical, and you have heard it many times, but this one comes at a particularly important time for our union and our nation. We have already lost. We have already lost 40 million man-hours of work in our industry. We have lost 40 million man-hours of contributions to our funds. It is time for him to go.

(Applause)

GENERAL PRESIDENT SULLIVAN: Can you imagine if over the last five years we would have had 40 million more jobs, man-hours, in our industry, where we would be today? In area after area, union rights and the gains of years of hard work are threatened. Pick the issue; health insurance, Social Security, prescription drugs, protecting job, policing the streets, providing for our troops and veterans, reducing the deficit, protecting the environment, making our job safer, assuring the right of free association,
protecting our constitutional rights and
never let us forget, that for most of our
nation's history, union organizations were
labeled as terrorists. George worse
bush's position is simply wrong on these
and most of the other issues of importance
to us, and it is time for him to go.

(Applause and yeas)

GENERAL PRESIDENT SULLIVAN: Let me
say a few words about John Kerry and John
Edwards. As you know, your General
Executive Council endorsed John Kerry in
January. We made this decision based on
his record after examining and looking at
all the candidates and the issues. It
wasn't a decision just against George Worst
Bush. It was a vote for John Kerry. We
wanted a winner, and I believe we found
one. We wanted a unifier and we found one.

We wanted someone who understands the
problems of the working families and he has
a record of protecting them. And we found
one.

His choice of John Edwards
confirmed that decision. We are not going to like everything we do, and we know that. But they aren't going to be staying up at night thinking of ways to destroy us. They aren't going to go around bragging about the disappearance of jobs and how the rich, how the very rich need more while the rest of us just have to make do.

It is up to us to win this battle. We are going to do it by talking. We aren't going to do it by talking. We are going to do it with work we do and with our members and their families in the next ten weeks.

As the last election made clear, we know every vote counts. We got to go out on November 2nd and make sure all our votes are there and all of them are counted.

I realize that we have many Canadian members with us, and I know their political reality is a lot different from ours, but they have been hit hard economically, as well, over the last five
years. Unemployment among our ranks is significantly higher in Canada than it is in the United States. Globalization, outsourcing and consolidation are big problems for them, as well.

On the positive side, the Canadian political scene has not been as bleak as ours in the United States. Their program of universal health care and the way in which apprenticeship in Canada are monitored and certified offer some lessons for us in the United States. There is a right wing in Canada, however, and they are growing stronger, both federally and provincially, and the Sheet Metal Workers must continue to be active in fighting that trend.

Our particular concerns have been the need to protect the Canadian universal health care system, which guarantees access to essential health services to almost every Canadian. This kind of system is critical in an economy in which unemployment runs at 18 percent or
higher. We cannot allow it to be undermined. Our Canadian brothers and sisters also initiated the first ever political action committee this year, the first step forward.

Whether it is in Canada or the United States, we will continue to do everything necessary to protect our members. We will continue to be a force in the political world. And we are going to see to that after this conference. One of the first things that we are going to do is take our international organizers, and we are going to send them out full time to work for the AFL-CIO. Earlier this week on the political arena, earlier this week, between now and the election, we will be calling local unions for their subsidized organizers, to release them to work with the AFL-CIO in the political arena. We are going to put together a mass of people to see to it that George W. Bush is not reelected, he is defeated and beat down like he has beaten us down.
GENERAL PRESIDENT SULLIVAN: And, finally, and I know you are all thankful for this, fifth critical challenge facing the union is to protect our benefit funds, our organizational safety net. Let me take the hard part first.

I have been in this organization for 31 years, as a full time officer. One of the most difficult decisions I ever made in my entire career was reduce the accrual rate for the National Pension Fund. I am not happy about doing that. But, unfortunately, there simply wasn't any other choice. The National Pension Fund provides essential benefits to more than 40,000 participants. $330 million last year alone went to those participants. We could not let it falter.

In 2000, 2001 and 2002, financial markets collapsed, taking our investment returns with them, even with our prudent portfolio as diversified as it was. We also lost man-hours and they declined
tremendously, reducing contributions, as well. Think about it. Loss of 40 million man-hours, zero to minus returns on the stock market, I believe it was intentional. And if you had been over in Congress with me lobbying for the legislation to help multi-employer pension funds, you would know it was intentional. There is this group of moneys that we have that they want, because we, in their minds, do not deserve them.

Those decisions that we made were hard choices, and they will to be made. And I am here to tell you the trustees did what they had to, not what they wanted to, but what they had to. If we hadn't have acted in the way that we did, we were in danger of being in violation of federal law. And I don't think any of us want this federal government in our pensions. Our employers could have been hit hard with huge mandatory assessments and the plan would have been literally
destroyed. I could not allow that to happen, and as I said last year, I take full responsibility for the actions of the trustees. The financial news changes almost daily, and one day our current assets are going up and the next day they are going down.

Our only hope is that new national leadership will bring some stability and growth back to this economy. In 2003, more than 80,000 workers had contributions made on their behalf for more than 128 million hours of covered employment. More than what it was in boom years, as I previously stated. This is some improvement, and it bodes well for the future.

Even in our returns, we did over 21 percent in the National Pension Fund last year. And I have to tell you, we were in the top one percentile of all funds, but it still wasn't enough. However, you must know that I approach everything in this area with caution. Because I believe the
actions taken by the Bush administration are intentional, and I stated it before. They are just trying to destroy anything, anything associated with labor unions. And the proof of that is, with us going into their board rooms, they don't want us there. We own too much of the stock market. We own too much of the multinational corporations, and they fear what we can accomplish through their board room.

Now, most of us know how I feel about SASME. A few of us knew 30 years ago when SASME was launched just how much impact this program would have. As a result of SASME, A thousand Sheet Metal Workers and their families have been able to keep their homes, put food on their tables and keep afloat in times of crisis. SASME is the best tradition of the labor movement, concrete institutional manifestation of a concept of solidarity. Through SASME, our members save for the proverbial rainy day. They have a level of
protection from the ups and downs of our industries and some reassurance that they will not be left alone.

And if we ever need, if they never need to use it, they still get a benefit when they retire. It is a win-win for everyone. In the coming year, we hope to expand the program even further, with more locals participating and more locals covered. One of the programs we hope to expand is the retiree health care plan that SASME makes available. Currently it pays a hundred dollars a month for health care for any retiree, any retired member in our industry for ten consecutive years. We are looking at ways to improving that to 200, and I move hope that we will see the day that it will be 3 and $400 a month for those members.

I cannot say enough about the work done by the Sheet Metal Occupational Health Institute and Trust. Every one of our members has this top notch organization looking out for our members' interest from
a health and safety standpoint. You name it, asbestos, fiberglass exposure, noise, ergonomic microphones and a range of safety issues are all covered in these training materials, which is now in CD and DVD formats. SMOHI's trustees are leading the fight for illness and injury prevention in the sheet metal industry. There you have it, five area challenges facing our union this year and this week and also into the future.

Strengthening our union, expanding our market share, organizing the unorganized, changing the political environment, protecting and expanding our trust funds, we will be discussing these and all related issues the rest of this week. We have the curse and the blessing of living in a time of great change. Old ways of doing things, old ways of thinking and acting are being challenged on every front and we must change with them. When our forbearers gathered in Toledo more than a century ago to form this great union, they faced a world very different than
ours. More different, I suspect than we could even begin to imagine. But the institution they created, the values they shared, the willingness to fight and struggle, they demonstrated and passed on to us, have served sheet metal workers well through all the changes since. I trust that the same institution, the same values and the same willingness to do what it takes to get the job done will continue to serve us and our members in the coming years.

Events outside of our control may set us back. Our enemies and opponents may win victories. We will make mistakes on our own, but I remain confident history is still on our side, on the side of the workers of the world, of the men and women who produce things. We have much work to do. To borrow an image from the current Olympics, the torch is in our hand. We must pass it on in better condition.

I am confident that we will do that. I want to thank you for your
patience and your attendance, and together, we will continue to move forward to make our union better. God bless all of us, and God bless the Sheet Metal Workers International Association.

Thank you.

(Sitting ovation)

GENERAL PRESIDENT SULLIVAN: John Sweeney, is President Sweeney in the house?

Yes?

Will the Escort Committee please bring the President of the AFL-CIO, our dear friend, John Sweeney.

We all know our next speaker is a man who needs no introduction or any place -- especially any place where concern or considerate thoughtful people assemble to help others. He has been a staunch champion of working people for over 40 years, from his days at the SCIU Local 32 B in New York City, to his rise through that organization's ranks. During his 15 years as General President, John built the Service Employees International Union from
625,000 to 1.1 million members. And he did something else very important, he opened the doors of opportunity to thousand of immigrant workers who had been toiling in oppressive working conditions.

His track record as chair of the AFL-CIO Executive Council Committees on health care and organizing solidified his reputation as a trusted and strong defender of the poorest and the least powerful segments of the work force, making it no accident that he was elected President of the AFL-CIO in 1995. Since that time his leadership molded the AFL-CIO in a way that has activated and harnessed the grassroots energy of union members across the United States.

Today, we find members involved throughout the political arena, manning phone booths, house calling and rallying for just causes. Today, we find that unions are organizing like never before and thinking outside the box, using nontraditional tactics that are beginning
to redefine the balance of power in many
campaigns.

Now, brothers and sisters, it
has not been easy. They say extraordinary
times bring extraordinary leaders. And
John Sweeney fits that mold. His vision
and leadership have been a beacon of hope
for us in challenges times. Today, we want
to hear from our outstanding brother, as
did those assembled in Boston for the
Democratic National Convention. Give us --
we want him to give us his vision on the
strength of the labor movement in making
change for the betterment of all people.
Please join me in giving a warm welcome to
our brother and friend, AFL-CIO President,
John Sweeney.

(Applause)

AFL-CIO PRESIDENT SWEENEY: Brothers
and sisters, thank you. Thank you, Mike
Sullivan, thank you, Tom Kelly, all the
officers for inviting me to be with you
today. I am delighted to be with you here
today in this great union city, happy to
see your retired president Art Moore and
happy to share a few thoughts about the
future of our movement and our country and
how we build the solidarity it is going to
take to do better job for working families
of America. I have the good fortune to sit
in the back while the president gave that
wonderful address on the priorities and the
challenges and the visions of this great
union. I am looking forward to those
discussions and to the results of those
discussions.

I bring you greetings to all of
you from all across the United States and
Canada, from my partners at the AFL-CIO,
Rich Trumpka and Linda Chavez-Thompson, as
well as all of our Executive Council. Your
President, of course, is a member of that
Executive Council, a Vice President of the
AFL-CIO. And I would like to take that
opportunity to thank him for his support
and for the tireless work he does on behalf
of our entire movement. Mike, because of
hard working thoughtful and dynamic union
leaders like you, we don't have to worry for a minute about the challenges facing us. You are what solidarity is all about, and I thank you from the bottom of my heart.

(Applause)

AFL-CIO PRESIDENT SWEENEY: I want to congratulate Mike Sullivan on his graduation this summer from the National Labor College. Together with many of his brothers in this great union. Mike Sullivan is the kind of leader who not only says the right words, he leads by example every day. You make us all proud because you embody the best and the highest ideals of our movement. And for all of that, we thank you.

Earlier today --

(Applause)

Go right ahead.

(Applause)

Earlier today we got a look at the solidarity of our movement when we rallied in Washington, D.C., in front of
the Department of Labor, and in cities
across the country to demand that President
Bush back off our paychecks and rescind the
cuts in overtime pay that take effect
today. We had workers from hundreds of
AFL-CIO national and local unions speaking
with one voice on behalf of six million
workers who stand to lose out in the
biggest single pay cut in our history. If
they are allowed to stand the changes in
overtime regulations will take us back to a
time when the eight-hour day and the
40-hour week were a distant dream for
working families.

The United States Senate passed
the Harkin amendment several weeks ago, and
in attempt to block the labor department
action. But the House of Representatives
and the President have refused to move. We
are demand that the President rescind the
cuts before Labor Day, and we are also
ramping up a major grassroots lobbying
campaign aimed at forcing the house to take
action when Congress reconvenes on
September 7th.

But we have been raising --

(Applause).

We have been raising our voices for over a year in protest of the unfairness of these cuts, so we are not holding our breath as we wait for this administration to do the right thing by the working people who do this nation's work.

And that is just one more reason that we know we must elect a president who will stand with working people in November. We are not going to let up until we win because for America's working families, overtime pay is what makes the difference between working for a living or living just to work, and we will not go back to that.

Just two weeks ago here in Chicago, our AFL-CIO Executive Council met to finalize our plans for the elections, and it was a remarkable week. We started off with a conference of all of our state AFL-CIO leaders and staff from the battle ground states and finalized detailed
campaign plans for each state.

I have never seen more people from the field more together. There was an extra edge of determination in the air. It felt like the strongest and best troops in the world are on the eve of a great battle. We had to deal with some divisions in our ranks, when it came to AFL-CIO politics, but thanks to the steady leadership of Executive Council members like Mike Sullivan, we emerged with more solidarity than ever.

When our next vice president, Senator John Edwards, addressed the council, he demonstrated why other ticket and our troops and our plans can and will carry us to victory.

Edwards simply bowled over our sometimes jaded crowd with his command of our issues, his commitment to working families, and his commitment to free trade unions. He gave us hope that this country can really be different, and he definitely made us believe that we and he and John
Kerry can beat Dick Cheney and them and the other son of a Bush.

Just a month ago we also got a good look up close and personal at the top of the ticket. Our next president, John Kerry.

During the Democratic Convention, John Kerry grew 3 feet in my eyes and in the eyes of the voters. I can report that our union movement has never been treated better by a presidential nominee. We were treated with more respect than at any convention in my memory.

Kerry really carved out his place in our members' hearts when he declined to cross the police union's picket line to give an important speech to the U.S. Conference of Mayors.

(Applause.)

He really put down a marker for all elected officials at all levels of government when he said very simply, "I don't cross picket lines. I never have."

Now we are heading into the
Republican Convention, and you are going to see the most vicious, negative campaign in history take a turn even further downward. Bush has already spent more than 75 percent of his advertising money on negative ads, and that is unprecedented for a sitting president.

Now the Republican smear machine is moving into high gear. They have launched an all-out assault on Kerry's war record. Probably the most vicious and unfounded attack ever in American politics. The swift boat television campaign is being financed by a wealthy Texas businessman who is a long-time supporter of Bush and a friend of Karl Rove. And it has been followed by another media campaign financed by yet another wealthy businessman, this time being black radio to undermine Kerry's African-American support.

To his credit, John Kerry is firing back on both fronts. He is a tough guy, and he will come through for us just the way he did in Vietnam and as a U.S.
We have to be just as aggressive in our workplaces, in our union halls, because these are just the first installments in an unprecedented big lie campaign by Bush's corporate sponsors. They will stop at nothing, and they will say anything because they know their golden keys won't fit when we change the locks on the White House.

(Applause.)

John Kerry and John Edwards are the very best our country has to offer, and it is up to us to give them nothing less than our very best. By contrast, George Bush and Dick Cheney are the least our country can offer, and it is up to us to spread the truth about what they have done to our nation, as your president did a few minutes ago.

On their watch, 4 million more Americans lost their health insurance. Our $5.83 trillion surplus was transformed into a $5 trillion long-term deficit. Our
states were reduced to near bankruptcy. 3 million more people plunged into poverty. Nearly 3 million manufacturing workers lost their jobs, and hard-working trades workers like the members of your great union have been forced to struggle with no help, no investment in new jobs.

And in spite of a steady assault on their working standards from this president, two days after the Democratic Convention ended, President Bush started out his new bus tour and bragged that under his leadership we have turned the corner.

I immediately looked through all of the newspapers for evidence that we have turned the corner, and here are the head lines I found, "White House Predicts a 2004 Deficit of $445 Billion, Largest Ever. Recent Layoff Rate Was Highest Since Early 1980s. U.S. Economy Slows After Winter Splurge. Only 32,000 jobs created in June."

And then just last week, Bush's own Department of Labor broke the
horrendous news that according to Associated Press, and I quote, "Increasing numbers of National Guard and reserve troops who have returned from war in Iraq and Afghanistan are encountering new battles with their civilian employers at home. Jobs were eliminated, benefits reduced, and promotions forgotten."

Yeah, George W. Bush has turned the corner because he turned his back on the workers who built our county, and now he is turning his back on the sons and daughters of working families who are defending our country.

Brothers and sisters, it is time for us to turn our backs on George W. Bush.

(Appause.)

The damage that George W. Bush has done in just four years is incredible, and it goes far beyond the 6 million workers who may lose their overtime pay. Many years ago, Dr. Martin Luther King, Jr., pointed out the tragic direction our country was taking when he said, "The means
by which we live have outdistanced the ends
for which we live. Our scientific power
has outrun our spiritual power. We have
guided missiles and misguided men."

36 years after his murder, Dr. King would be stunned at how true his
prediction has become, at how far down
misguided men and women have dragged our
country, and if Dr. King were alive today,
I am sure he would be the first to say that
President Bush is the most misguided
president in American history.

Brothers and sisters, we have to
replace George Bush this year, or we have
no hope of stopping the pounding being
taken by working families and little hope
of building a bigger, stronger labor
movement.

Bush is only one of many
obstacles we face. Another is the tens of
thousands of employers in our country who
are bashing workers who want to form and
join unions. There are more than 40
million workers in our country who say they
want to join our unions, but they are afraid to do so because they know they face harassment, intimidation, and even termination if they try. So in addition to getting rid of George W. Bush, our union movement has a second big priority this year, and that is to persuade Congress to pass the Employee Free Choice Act.

We now have more than 200 co-sponsors of the act in the House of Representatives and more than 30 in the Senate, for a new law that mandates union recognition and binding arbitration on first contracts when workers present evidence of majority verification, commonly known as card check.

We are asking every --

(Applause.)

We are asking every political candidate we support this year to support the Employee Free Choice Act, and I am proud to say that both John Kerry and John Edwards did so months before either one of
them was a nominee.

For the next two months, I want
to ask every one of you to work harder than
you have ever worked in your lives to help
us elect John Kerry and John Edwards so we
can repair the damage Cheney and Bush have
done, so we can rescind the overtime pay
cuts, so we can restore the freedom of
workers to join our unions.

We must do those things to
rebuild our strength and our solidarity,
and we need volunteers by the thousands.
Starting with our nationwide precinct walks
on September 2nd, while Bush is accepting
his party's nomination at the Republican
Convention, rallying at our Labor Day
celebrations, then persuading swing voters
and educating and mobilizing our members
with plain hard work, with more work site
leafleting, more door knocking and more
telephone calls than we have ever done
before, we have to route out every possible
vote and make sure every vote gets counted
because George W. Bush and his cronies are
as cold blooded as bounty hunters when it comes to working families and our unions. My sisters and brothers, they don't give a damn about the 14 million wage earners in our country who wake up every morning without the jobs they need to feed their families. They don't give a damn about the 11 million children in our nation who are walking into schools this week that are broken down and falling down. They simply don't care about who is going hungry in Mississippi or who is going without healthcare in Chicago or about the strong courageous young men and women from working class homes who are giving up their lives in Iraq. They don't care, brothers and sisters, but we do. We care about America, and when times get tough, we don't hesitate. We make the sacrifices that are needed. We work the early shift and the late shift and the double shift. We do our duty and serve our communities and our country. Most important, we care about each other and our
families and our union movement, and that
is why no corporate controlled president
will ever dominate us. That is why no
internal debate is ever going to divide us.
No external force in this world will ever
deter us, and no power in the universe will
ever defeat us.

Thank you and God bless you and
all of the members of this great union.

(Standing ovation.)

THE COURT: President Sweeney, as you
see this room here today, it is decorated
by the skills of our members, and on behalf
of our members and delegates here today, we
have this box for you, John J. Sweeney,
President AFL-CIO, fabricated by our
members of Local 104, San Francisco,
California.

AFL-CIO PRESIDENT SWEENEY: Thank you
very much.

THE COURT: We will mail it to you.
It is a little heavy to carry.

(Standing ovation.)

THE COURT: You know, President
Sweeney is on an unbelievable schedule, and for him to take time out to come to our Convention is really appreciated. I want to say that I really admire his grit in those meetings in the AFL-CIO. I know that we had some closing -- we had a closed session at the AFL-CIO two weeks ago here in Chicago, and in that session, John Sweeney showed what he was made of. He knows the importance of a unified labor movement. He knows the importance of people having the opportunity to make a choice of who they want to represent them, and, John, on behalf of our union and our members, we thank you very much for being with us and taking time out of your valuable schedule. Thank you, John.

(Appplause.)

Would the Escort Committee please bring Tom Vilsack forward, please, Governor of Iowa.

(Standing ovation.)
It is my privilege and honor to introduce to you a great leader and friend of working people. He is known around Iowa for the results he has produced for his state. He has been successful in his advocacy and leadership in children's healthcare coverage. Thanks to his efforts, 94 percent of all Iowa children now fall under the security and protection of health insurance.

(Applause.)

He has made Iowa a national leader in the promotion of life sciences and renewable energy. Consistent with his vision of making the state energy independent, Iowa has nearly tripled its ethanol production and next year will be the nation's largest producer of ethanol.

While he has accomplished plenty, Governor Tom Vilsack is not a man to sit back on his laurels. He has made education a top priority for his administration. By leading the efforts to reduce class sizes in elementary schools,
he has reversed an eight-year decline in reading test scores with the state's fourth graders now placing amongst the best in the nation in math and science, and that is progress.

Governor Vilsack is now the chair of the Democratic Governors' Association, a member of the National Governors' Association Executive Committee, and a founding member of the Governors' Biotechnology Partnership. He is the former chair of the National Jobs for America Graduates Program.

Brothers and sisters, it is with great honor to introduce to you a true leader, the Governor of Iowa, Tom Vilsack. (Standing ovation.)

GOVERNOR VILSACK: President Sullivan, thank you very much. Ladies and gentlemen, I can't tell you what a great honor it is to be here. I really feel humbled to be among folks who throughout this great country of ours stand up every single day for working men and women and fight for
justice and fight for working families.

It is, indeed, a humbling experience for me. And then I realized, in talking with Vince, that I am separating you from happy hour and the reception, and I really got nervous.

What can I say to you that you have not already heard from a politician? What can I say to you about this election that you don't already know? I thought maybe today that I would talk to you about some of the people that I have recently met on the campaign trail so I could underscore the importance of this election, the importance of this election to ordinary folks, to the people who have helped build this country, who have made it great.

I was in Harrisburg yesterday, and I was campaigning for the Kerry-Edwards ticket. I was at a restaurant called The Spot. If you are ever in Harrisburg, you want to order the Rendell sandwich. It is excellent.

We had a round table discussion,
and this woman stood up and she was a humble looking woman. She explained to me that she had been working in a factory in Harrisburg for 15 years of her life. She was told that she was going to lose her job.

A week after she was told that she would be laid off, she was asked by this company if she would be willing to travel to the Philippines to sit down with a worker who was going to take her job and train that worker. I asked her, "How did that make you feel?" And she said, "You know, it made me feel like I wasn't worth much."

This is a woman who has played by the rules, who has gotten up every day, gone to work, given her employer 110 percent, and her reward for a lifetime of effort, her reward for taking care of her family and committing herself to her community was to be asked to train her replacement in another country.

This election is about her and
the millions like her who are losing their
jobs who shouldn't be losing their jobs
because we should have a president who is
cconcerned about job creation in this
country.

(Applause.)

You know, when you are an
incumbent and you are running for
reelection, you have two choices in an
election. You can either go to the voters
and you can talk about all that you have
done with a great deal of pride and point
out the successes and the accomplishments
of the previous four years, and you can
tell them of the great plans that you have
for the next four years.

Or you can realize that you have
little to boast about, little to talk
about, and the only strategy that is left
is to tear the other guy down so that
people are either discouraged from
participating in the voting process or
believe that you are the lesser of two
evils.
George Bush, 1.8 million fewer workers today in the American economy than when he took office. George Bush, when jobs are created in this economy, they pay on average $9,100 less a year than the jobs we have lost. George Bush who inherited a record surplus, an opportunity to deal with some of the fundamental problems of the future in propping up Social Security and ensuring Medicare and making sure that we had social justice, George Bush took that record surplus and he created in three short years a record deficit that you and I and our children and grandchildren will be paying for years and years and years.

This is a president who cannot talk about his record because he must run away from his record.

(Applause.)

The second person I met, this was in a clinic along the Mississippi River. It was a healthcare clinic. It was staffed by nurses. It was designed to
provide healthcare for homeless people.

I was there simply to thank these brave men and women for the thankless job that they do in providing healthcare to folks who are often forgotten about in our society. As I was talking to nurses and thanking them, I noticed that there was a woman standing several feet away from us, but it was fairly clear that she wanted the opportunity just to visit for a minute.

And so I turned to her and I said, "Would you like to talk?" And she said, "Yes, Governor, I would." She said, "I want to tell you my story. I am a single mom, recently divorced. I am putting myself through college. I am working this job at $8 an hour, but, unfortunately, it has no benefits. And I am taking care of a 12-year-old daughter. When I started this job," she said, "I was really concerned. I was worried. I was fearful because I had no health insurance. I had no insurance for my child, and I was worried what would
happen if she got hurt or sick?

And I explained my concern to my coworkers, and they told me about this children's health insurance program, a program that was started under a Democratic administration, under Bill Clinton's administration."

And she said it was so exciting to know that for a small amount of my paycheck, I could have the dignity, the self-esteem of being able to provide health insurance coverage for my child.

She said, "I want to thank you for that program," and at this point she got choked up because there was more to the story.

You see, as soon as she got that insurance, within a week or two after she got that insurance, her child suffered a very serious injury to her wrist. She shattered her wrist, and her mother explained to me that the wrist was so broken that they had to surgically repair it, and at this point in the story this
woman started to cry.

She said, "You know, Governor, without that insurance program, my daughter's wrist would have been set, but it never would have been fixed. And my daughter would have had to live for the rest of her life with a deformity. I just want to thank you for that program," she said.

You know, ladies and gentlemen, when you are George Bush and you know there are 42 million Americans who are not insured and you know that at any point in time during the last two years, according to Families USA, as many as 80 million Americans, including many, many children did not have healthcare insurance coverage, you do not have a record that you can run on. You have a record that you must run against.

And, ladies and gentlemen, this is the reason why we have to elect John Kerry and John Edwards, because they understand the power of security, of
healthcare security for families. And they believe, as you believe and I believe, that healthcare in this country, in this most powerful, richest country of all should be a right and not a privilege.

(Applause.)

Speaking of that homeless clinic, are there in the audience today those who have served in our armed forces and are veterans? If there are, raise your hand.

(Showing of hands.)

And I assume some of you are Vietnam vets. You know, I have to tell you something, that is a great flag over there. It is a wonderful flag, and we are proud of that flag.

But we have a Republican party and a current administration that wraps themselves around that flag and suggests that they are more patriotic than the rest of us, that they say the Pledge of Allegiance with a greater sense of urgency and pride, that they can sing the Star
Spangled Banner from the heart, that they embrace all that is great about this country.

Let me tell you, the true sign of patriotism is whether or not you remember those who have fought to protect that flag, those who have fought to protect our liberties and our freedoms, and this administration has cut healthcare benefits to veterans. It has said to thousands and thousands of veterans that you no longer qualify for veterans benefits. It has closed veterans hospitals. It has closed clinics. It has made it more difficult for those who have fought and got hurt for that flag, more difficult for them to secure healthcare.

So they can talk all they want about that flag, but we need a president who understands how important it is to take care of those who have taken care of us. That is why John Kerry and John Edwards need to be elected, and don't you let them talk about Vietnam or any service record.
We all know it is a bunch of lies.

I am going to tell you right now, John Kerry will never turn his back on a single veteran. There will not be a single veteran that will ever have to beg for healthcare. It is not right. It is not right.

(Applause.)

One final person I have met.

This is a child, a small child, a child who lives in a neighborhood that is struggling, a child whose parents hardly make anything at all. She was in the fourth grade at Capitol View School when I met her, and Capitol View School is located not too far from our state capitol, and it is a school where 90 percent of the students qualify for free and reduced lunch.

She came up to me, as I was looking at the artwork on the wall in her school, and she asked me if I was the governor. And I said, yes, I was. And she said, "Well, I have something to tell you."

This was last spring.
She said, "When I started the school year, they told me THAT I would never read at grade level. They told me I would never read at grade level because I was so far behind. Well, I just got my test scores back, and I am reading at grade level."

Ladies and gentlemen, brothers and sisters, if you could have looked in the eyes of that child, you would have recognized what I recognized, and that is a youngster who understood the power of reading, who understood that despite where she came from and all of the challenges and barriers in her life, she was able to overcome them and she was able to read as well as anybody else in her class, that she had a door open to her of opportunity. She was hopeful. She realized that she could do something with her life, even at that tender age.

And the only reason that she is able to do that is because we put resources in our schools that allowed us to reduce
class sizes, to enable teachers to spend time with students like Crystal Martin.

But yet we have an administration, an administration that has used our children. They have used our children as a political prop. They have suggested with a slogan that they are compassionate conservatives and they are not going to leave any child behind.

They promised, not just to the Congress of the United States, but, more importantly, to the people and, more importantly, to the children of this country that they would put the resources behind educational efforts so that, indeed, no child would be left behind, that there would be adequate resources to allow the Crystal Martins of the world, regardless of where they came from to dream big dreams and to achieve those dreams.

But as of today, they have left $27 billion on the table, $27 billion that was promised that has not been delivered, which means that Crystal Martin's class
sizes are getting bigger. It means that we can't afford to pay teachers to keep them in the classroom, which means we can't upgrade the technology. We can't even make sure the textbooks are current. We can't repair our school buildings. We are relegating the Crystal Martins of this world to a second-class citizen.

Because you all know how important education is. You know how vital it is to the future of this country and to the future of every single child.

George Bush can't run on his record. He can't run on his record because he has left resources behind, and every single day the Crystal Martins of the world will get not what they should in this country. They are not going to get a piece of the American Dream. They are going to be left behind.

We need a president and a vice president that understand that when you make a promise to the children of the United States, that you don't use them as a
political prop. You find the resources.
If you can find the resources to build
schools in Iraq, you sure as hell ought to
be able to find them to build schools in
the United States of America.
(Applause.)
Now, let me talk about you. Let
me talk about some of the most important
people in America. You see those three
women, those three women, that young girl
and those two, they have nobody to stand up
for them.
Crystal Martin doesn't have a
pact and she doesn't have a Political
Action Committee and she doesn't have a
get-out-the-vote effort. She doesn't have
anybody talking for her, and that poor
woman working in that homeless clinic, she
is just barely getting by. She doesn't
have a pact. She doesn't have an
organization standing up for her.
And that unemployed worker, all
she is thinking about is how she is going
to get by, how she is going to support her
family.

And, once again, as it has always been in our history, it is the men and women of organized labor, the men and women of organized labor who have advance this nation to where it is today. The men and women who fought for decent working conditions, who fought for the minimum wage, who fought for overtime pay. The men and women who fought for justice and equality and civil rights.

Generations of working men and women who answered the call of their country, to stand up, to speak up, to fight for those who have no voice.

This election, you have been told, I suspect, and you will be told repeatedly during your Convention, is the most important election of your lifetime and it is. And I suspect that there are those from the battle ground states that are here today.

I can't tell you how important your work is. I can't tell you how
important it is to the future of this country. If we are to have a stronger America at home, putting people to work so they can support their family so that the middle class can be strong, we need you. If we are to be an respected America around the world, to assume our leadership position to inspire the world, not bully it, we need you.

You have never had a more important task. You have to do more than you have ever done before. You have worked hard. You have made the phone calls. You have licked the envelopes. You have knocked on the doors. You have encouraged your brothers and sisters back home to do the same. Well, I am here today to ask you to do more.

I am here today to tell you that when you are tired, you are so tired you can't make another phone call, you pick up the phone and you make another phone call. When you are so tired of knocking on doors, you knock on another door. When you are so
tired of licking another envelope, you lick another envelope because the future of this country, the fate of this country, the hope and promise of this country rests on your shoulders, and I do not exaggerate that.

Let me just prove it.

Are there people from Ohio here today? If there are, stand up. Stand up, Guys.

(Delegates standing.)

You understand how important your state is? You understand that if Ohio goes to Kerry and Edwards, we win. Do you understand how many people you will be able to touch over the course of the next several months, convincing them, urging them to get involved and to participate? You alone, through your efforts, could be the difference in Ohio, and Ohio could be the difference in this election. Thank you.

Are there people from Missouri?

Anybody from Missouri?
(Delegates standing.)

You realize how important you are? Stand up. Keep standing up, Guys. Keep standing up because I want to talk to you.

(Laughter.)

You are the neighbor to the south, and you have got several important missions. You have to put Missouri in the Kerry-Edwards column. You have to elect a democratic governor and you have to elect a democratic senator because it isn't going to be much fun if we have Kerry and Edwards in the White House and we still have those knuckle-heads in Congress.

You have an extraordinarily important job. There are 10 or 12 of you. Just think about how powerful 10 or 12 folks are. I suspect 10 or 12 folks started the labor movement in this country. 10 or 12 folks probably started this union. You can change the face of a nation with your work.

Are there folks from
Pennsylvania here? Stand up.

(Delegates standing.)

You realize how important you are? You understand that if the votes had been counted in Florida, that you are the state that might have put Al Gore over the top? Do you realize that you are the state that we absolutely must have? They don't call Pennsylvania the Keystone State for nothing.

You are so critical, not only to the effort in Pennsylvania, but what you do in Pennsylvania is going to spill over and impact Ohio.

How about people from West Virginia, people from West Virginia?

Anybody from West Virginia? Okay.

(Delegates standing.)

You know the power of one person or two or three? Do you realize that last time the votes in West Virginia, if they had gone the way they should have gone, if we had had a West Virginia that understood how important this election was and
understood what Bush would do, how many people would be unemployed, how big the deficit would be, how little dollars American families would make, how many more uninsured people they would have, do you realize that if West Virginians would have understood that, they would have voted the right way. Al Gore would have won West Virginia, and we wouldn't even be talking about this election because we would be talking about Al Gore.

You can make the difference. You can make the difference.

Now, Wisconsin, Minnesota, folks from the upper Midwest, are they here today? Critical states. My home state of Iowa.

You get the picture, Folks, every single battle ground state has somebody from organized labor and this union that can make the difference. This race is that close, that one person's effort, one person's effort might just be the difference.
So I am here today to plead with you. I am here today to plead with you because I look in the eyes of these people that I see in my state and across the country. They need hope. They need somebody to tell them that it is going to be okay. They need somebody to tell them that their sons and daughters are not going to have to die to protect foreign oil. They need somebody to say that America is going to be respected and inspired. They need somebody to say that we are going to put folks back to work.

This election is about the future of this country, and when there have been key and critical times in this country, when the fate and the future of the country was on the line, it was working men and women from organized labor that made the difference.

Let me just conclude with this. When you are employed, when you have a job that pays you enough that you can pay your bills, you can put a little money aside for
retirement, you can tell your children that
they have the opportunity for a future with
higher education, there is an enormous
sense of satisfaction that you get. I know
a little something about that.

You see, I grew up maybe a
little differently than some. I grew up in
a circumstance and a situation where my
mother was pretty sick for a long period of
time, and I didn't have her available. She
had a problem with alcohol and prescription
drug addiction, and the only time I would
know of my mother would be when liquor
bottles would drop on the floor of our
attic, which is right above my bedroom
doors.

And when you grow up in a
circumstance like that, you can't bring
your friends over to visit as frequently as
you would like. You don't have the regular
social life. You spend a lot of time
alone, and as you do, you say to yourself,
there has got to be a better way. There
has got to be a better way to be a child.
There has got to be a way to have a childhood where you have mom and dad who are there to support you and take care of you and provide for your needs and a few of your wants. Where you are surrounded by a community that when you fail, they are there to prop you up and when you succeed, they are there to celebrate with you.

There has got to be a better way, I said to myself, and I decided as a person, as a young person, that my goal in life was to make sure that my children had a childhood. And I have fought all my life for that, and I have been fortunate with my two sons.

But, you know, what is on the ballot is not just John Kerry and John Edwards' name but opportunities for childhood, for children all across this country. You see, if mom and dad are not working, it makes it tough on the kids. If mom and dad are not working, then they can't pay for the health insurance, and kids can't afford to get sick. And if they
do, they get so sick that they miss a lot of school and they get behind.

    If mom and dad are not making very much money, there is no such thing as a vacation. If mom and dad are not working, there is no such thing as the possibility for you to go to college and make something of yourself. If mom and dad are not working, there sure as heck isn't such a thing as a pension, and, most importantly of all, there is not the esteem and the pride of knowing that you have partaken in that American Dream, that you have been connected to it, that you have been part of it, that you have fed it, that you have grown it, that you have expanded it.

    George Bush has failed the children of this country. George Bush has failed working families of this country, and what is on the ballot is their future. And I don't know about you, but I am going to spend the next 68 plus days making sure that my kids, America's kids,
your kids, the future of this country have
a president and vice president who cares
about them and works for them every single
day. Thank you very much.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:
Governor, as you can see by the decorations
and you pointed out that flag, that was
made by sheet metal workers. There is a
car by sheet metal workers, the St. Louis
arches, an airplane, a train, all of this
behind us, all of the lettering, and our
locals from east to west on the front.

We are a very highly skilled
trade and very proud of it, and what we did
is request from our local unions -- rather
than give the usual convention gifts -- to
fabricate something that we can give and
that we can all be proud of and that you
can keep as a memento.

And we have this mailbox that
was made by our Local 100 in Washington
D.C., but going with this, Mike and I have
one special request, and that is that when
this mailbox is full, that is the total amount of votes that George Bush will get in your state.

GOVERNOR VILSACK: That's beautiful.

Thank you very much.

GENERAL PRESIDENT SULLIVAN: Governor, don't run away so quick. We have -- many of you may or may not, I am labor co-chair of the Democratic Governors' Association, and on behalf of Sheet Metal Workers, we have this small token of our appreciation to the Democratic Governors' Association to see to it that a lot of Democrats get elected as governors in states.

This check for $25,000.

GOVERNOR VILSACK: Thank you very much. The Democratic Governors' Association has really appreciated the friendship and the support that the sheet metal workers have provided to us.

Vince's office has always been open to me. He is a phone call away.

President Sullivan, I tell you, this resource will be invested wisely, and if
you look at this election, let me tell you how important democratic governors are. We now have a democratic governor in Maine that we didn't have in 2000, in Pennsylvania that we didn't have in 2000, in West Virginia that we didn't have in 2000, in Wisconsin that we didn't have in 2000, in Michigan that we didn't have in 2000, in New Mexico that we didn't have in 2000, in Arizona that we didn't have in 2000.

All of those states potentially are battle ground states, and with a democratic governor, it is our hope and our belief that we are going to deliver them for John Kerry and John Edwards, and we are going to fight for working men and women every single day.

Thank you very much very, very much.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Before we leave, Secretary-Treasurer Kelly has quite a few announcements.
GENERAL SECRETARY-TREASURER KELLY:

Roy Ringwood, chairman of the Resolutions Committee, requests that anybody that wants to appear before the Committee come in tomorrow morning as the time is late, and we have to get to our party this evening. So if you could get there 7:30, 8 o'clock tomorrow morning, the Committee will be in session.

If anyone has found a lost purse, it belongs to Vickie Harris from Local 483. Please contact Vickie at the hotel or bring it to the Sheet Metal Workers' office on the third floor.

Sheet Metal Workers' National Supplemental Savings Plan, anyone who made investment changes, please stop by the National Supplemental Saving Plan booth to confirm your investment instructions and transfers.

Now, this one, none of are going to like, any of us, due to a processing error by the photo lab, the panoramic microphone photograph will have to be retaken on
Tuesday at the noon break.

I thought it was a joke, too.

(Laughter).

GENERAL SECRETARY-TREASURER KELLY:

The Service Committee will meet at 7:30 tomorrow in the International Ballroom. All Service Committee members need to attend.

The PAL booth, the scholarship 50/50 raffle and the organizing booth have moved to the 8th Street lobby.

The green delegate compensation cards are to be given to the Compensation Committee on Friday when you receive your compensation checks. The wardens and reps will collect attendance cards at the doors at the end of the session.

Council photos will be taken following Wednesday's general session at approximately 3:30 in the afternoon in the order they have signed the sheet, which is available at the Sheet Metal offices on the third floor.

Once again, the reception
tonight at the Field Museum. Buses will be at the 8th Street entrance and start loading at 5:30. And there will be a continual rotation both going and coming home.

For your guests that would like to go to the Field Museum tomorrow, Tuesday, August 24th, you will need to get a coupon at tonight's reception. Each coupon is good for one adult and two children. When you go Tuesday, you will need to show your ID and your badge.

Also the exhibits, the Internet Cafe and Health Fair are in the Boulevard Rooms on the second floor, and they are open from 7:30 to 5:00.

The union privilege in the exhibit area to sign up for the drawing on Wednesday for a $500, 150 and $100 prize are, I did announce this earlier, but they have given us a room. We decided the Council will meet tomorrow at 7 o'clock in Lake Erie Room on the eighth floor, and please visit the Make-a-Wish Foundation
table, and Local 73, that is the charity
that they have chosen for this convention.
And also the amalgamated bank has a
hospitality room after all our receptions.

Mr. Chairman, that concludes all
the announcements.

GENERAL PRESIDENT SULLIVAN: That
photo is not a joke. Holy smokes. So that
you know, make sure that tomorrow
afternoon, you know, before we break we
will go through it again. Hopefully, we
will get it right this time. And we will
do that at noon.

Until then, we will see you at 9
o'clock tomorrow morning. Don't forget the
reception this evening. Thank you.

(At 4:53 p.m., Monday,
August 23, 2004, the
Convention recessed, to
reconvene at 9:00 a.m.,
Tuesday, August 24, 2004.)
PROCEEDINGS

SHEET METAL WORKERS' INTERNATIONAL ASSOCIATION

TUESDAY'S PROCEEDINGS

41st General Convention

August 24, 2004

Chicago Hilton Hotel

Chicago, Illinois
SECOND DAY

Tuesday, August 24, 2004

Chicago Hilton Hotel

Chicago, Illinois

The 41st General Convention of the Sheet Metal Workers' International Association was called to order at 9:00 a.m., Tuesday, August 24, 2004, in the Chicago Hilton Hotel, Chicago, Illinois, Stanley F. Karczynski, Business Manager, Local No. 73, presiding as Temporary Chairperson.

GENERAL PRESIDENT SULLIVAN: Will the delegates please take their seats. Will the delegates kindly take their seats. Good morning.

(Good morning from the floor.)

I hope you enjoyed yourself last evening. What did you think?

(Applause.)

Secretary-Treasurer Kelly did another great job on putting together the reception last evening. In fact, he said,
"If you think the last two have been good, just wait until tonight," so you have something to look forward to.

At this time the Chair will recognize Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY: I just have a couple announcements here.

DAD's Day/Charities members, please meet at 4J, Room 4J at the lunch break.

Also, the Western State Council pledges $1,000 to the Make-a-Wish Foundation and challenges all other councils to do the same. They gave you a challenge, Paul. I know you can beat it, Buddy. You have all of those letters on the duct, I know you can do that.

We will now hear from Rabbi Bentley. Rabbi.

RABBI BENTLEY: Please rise. Creator of all of the world, you made humanity to be free, to serve you rather than each other. The scriptures of every faith teach this. No test of right and wrong among us is greater than the relationship between
The Torah teaches that God heard the cry of the Israelites suffering the oppression of forced labor. The Prophet Jeremiah said, "Woe to him who builds his house without righteousness, who works his fellow without payment and does not give him his wages.

The Epistle of James says, "Behold the wages of the laborers who mowed your fields, which you kept back by fraud, cry out, and the cries of the harvesters have reached the ears of the Lord of hosts."

In the Koran we read, "When you hire, compensate the workers and treat them fairly." And on another occasion, the Prophet Mohammed said, "Compensate the worker before the sweat dries."

Inspire these men and women who seek justice for those workers they represent. Grant them a spirit of steadfastness and patience, of wisdom and perseverance, of fairness and courage. May
their leaders succeed in showing them the
way to the security and prosperity that
their labors earn for them.

May those who employ them,
likewise, strive for fairness and right to
give those who labor for them their just
due.

May your spirit rest on this
assembly so that its work may be done in
harmony, and may those gathered here, leave
here at the end of the day with a sense of
work well done in fellowship and in peace.
Amen.

GENERAL SECRETARY-TREASURER KELLY:
Rabbi, thank you on behalf of General
President Sullivan and the officers and
delegates and our General Executive
Council. We give you this. We also have
for you --

GENERAL PRESIDENT SULLIVAN: This is a
little token to remember us by.

GENERAL SECRETARY-TREASURER KELLY: We
have our convention bag for you, and thank
you for your inspiring words.
GENERAL PRESIDENT SULLIVAN: This morning's conductors will be James Flach from Local 2, Kansas City, Missouri; the Reverend James Black from Local Union 33, Northern Ohio; Patrick Fagan, Business Representative, Local 12, Pittsburgh, Pennsylvania; Frank Sullivan, Local 20, Indianapolis, Indiana.

Got to take care of your own family, right?

Carl Fowler, Local Union 48, Birmingham, Alabama; Mark Andrews of Local Union 63, Western Massachusetts; Leroy Diaz, Local 104, San Francisco, California; and William Hoepner, Local Union 18, Milwaukee, Wisconsin.

At this time, I would ask for a partial report of the PAL Committee.

David.

COMMITTEE CHAIRPERSON ZIMMERMANN: Good morning. Top of the morning to everyone.

General President Sullivan,

General Secretary-Treasurer Kelly, members of the General Executive Council, delegates
and guests, first of all, thanks to Local 73 for your hard work and hospitality that is setting the tone for a great Convention and continues a proud tradition.

As you know, the PAL Committee is working hard to get everyone to join the General Officers' Club. For our Canadian sisters and brothers here, all moneys generated by your donations will be spent on candidates and issues in Canada.

Your PAL Committee encourages all delegates to wear your PAL pin proudly on your lapel and encourages all business managers to see that your delegates have visited the PAL Committee booth.

Even if you have already contributed to the General Officers' Club or made a donation to SMWIA PAL earlier this year, please remember that all of your money generated has been spent in the primaries.

The PAL donations raised at this convention will be used for the general election in November. The PAL Committee
strongly encourages everyone to, once
again, at this Convention to become a
member of the General Officers' Club or
re-up, especially all delegates and members
who are serving on committees.

As you know, what has happened
to us during the George W. administration,
run-away health costs, devalued pension
funds, and a sick economy, and this is by
no accident. God help us in November if we
get inside the 10 yard line and don't have
enough funds to get John Kerry and other
House and Senate Democrats across the goal
line.

(Applause.)

Please visit the PAL booth early
and often. For those who have not
contributed yet, we have receipts with your
named preprinted.

(Laughter.)

Also, please remember to
purchase your PAL education raffle tickets,
which will be available all week at the PAL
booth. Prizes include a portable DVD
player, 32-inch flat screen TV, several
Waterford crystal pieces and two ladies'
Coach purses. The drawing will be on
Friday afternoon. The PAL booth is now
located on the 8th Street lobby across from
Kitty O'Sheas.

At this point I will turn the
dais over to Committee Secretary John
Parker.

COMMITTEE SECRETARY PARKER: Thank
you, Dave.

Good morning, General President,
General Executive Council, delegates and
guests, ladies and gentlemen, I just want
to remind you who your PAL Committee is.

Dave Zimmermann is our Chairman. Of
course, I am secretary, and the rest of the
members of Committee are: Tom Balabuch,
Willis Jepsen, Fred Kneebone, Brad Rooker,
Mark Riker, Brent Moore and Andrew Tortora.

The PAL Committee has met and
discussed a variety of issues, and the
Director of Legislative Affairs, Vince
Panvini, came in and explained the current
state of affairs of the SMWIA PAL and all
the efforts to increase the memberships'
political awareness and its ability to
influence relevant legislative initiatives.

The Committee's deliberations
results in several recommendations and
proposed changes to the constitutions and
changes in day-to-day operations in
resolution form. You will find those
changes in the information that has been
distributed. The PAL committee also
adopted two resolutions that have been
distributed to the convention delegates for
consideration. The first resolution calls
for endorsement of John Kerry and John
Edwards for office of President and Vice
President of the United States.

The second resolution is to
establish an annual report by the General
President and Director of Legislative
Affairs to the members of the SMWIA
detailing the relevant issues and
legislative activity that has direct impact
on the members' pursuit of a fair standard
This resolution further endeavors to provide this annual report to individual members and we want to see it by e-mail, posted on the website and then after a feasibility study is conducted, perhaps even by DVD/audiovisual format. It is an effort to reach the maximum number of members so they will understand giving to PAL and legislative activity.

The PAL Committee also considered the possibility of adding language to the constitution to establish a recommended minimum of $.05 per member per hour worked. There was a lot of debate about that. After all the smoke cleared, the recommendation will not be part of the constitution but the PAL Committee recommends that a minimum contribution level be established at $.05 per member per hour worked as part of our report.

The Committee's recommendation to require all local unions to establish a political action and education program can
be found in the constitutional amendment.

It also -- there is some suggestions that we came up with for locals on what action on education should be and that will be filed as our report and available to anybody that wants it.

Finally, the PAL Committee also recommends to the delegates that all local unions should endeavor to establish national election dates as holidays. Again, this is an effort to increase the membership's participation in voting and Election Day activity.

That concludes our partial report, Mr. Chairman.

COMMITTEE CHAIRPERSON ZIMMERMANN: I move for adoption.

COMMITTEE SECRETARY PARKER: Second.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded to adopt the Committee's partial report. The constitutional amendments that they talked about in their report will be brought up later in the week, so at this time, is
there any discussion on the report?

Seeing no one at any of the microphones, all in favor, signify by saying "aye."

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed?

Adopted.

Thank you, Chairman Zimmermann and Secretary Parker. We look forward to hearing from you later in the week.

At this time, the Chair will recognize General Vice President from Chicago, Stan Karczynski, to make the introduction of Mike Madigan, Illinois Speaker of the House.

TEMPORARY CHAIRPERSON KARCZYNSKI:

Thank you, General President Mike Sullivan.

Would the Escort Committee please bring the Speaker of the House of the State of Illinois Mike Madigan up to the podium, please.

(Standing ovation.)

We are honored that the Speaker of the House for the State of Illinois has
 joined us today. His 33 years in the state legislature have involved leadership assignments during 13 general assembly sessions. Mike is a strong supporter of working people and understands all the issues important to the growth of the state's economy.

He is a graduate of the University of Notre Dame and received his law degree from Loyola University. He is a good friend of the building trades.

Let's all give him a warm welcome for a great Democrat and powerful leader in the State of Illinois, Speaker of the House, Mike Madigan.

(Standing ovation.)

SPEAKER OF THE HOUSE MADIGAN: Stan, thank you very, very much. Thank you to all of you for that very warm welcome. Let me welcome all of you to the City of Chicago, the State of Illinois. I think you probably all know, and I am going to tell you, that Chicago and Illinois is very friendly territory for organized labor.
(Applause.)

So feel right at home here in Chicago. Wherever you see a new construction site or rehabilitation job, let me tell you, it is union labor that is doing the work on that project. You can rest assured when you are in the City of Chicago -- I'm a politician that doesn't like to make a lot of promises because when I do make a promise, I want to make sure that I follow through and deliver on the promise, but I want to make a promise to all of you and to the leadership, because as I was waiting in the rear of the room, I heard you talking about your campaign activities for the next general election concerning John Kerry and John Edwards. And the promise that I want to make to you, is that the State of Illinois come November will vote for John Kerry for President of the United States.

(Applause.)

In addition, our state will elect to the United States Senate truly a
283

1 rising star on the political horizon,
2 Senator Barack Obama.
3
4 (Applause.)
5 For those of you who are
6 concerned about relationships between
7 organized labor and political people like
8 myself, especially those that are involved
9 with the Democratic party, let me tell you,
10 that here in Illinois, all of your locals
11 work very closely with me as the state
12 party chair, also as the Speaker of the
13 House with Senator Emil Jones, who is
14 president of the Illinois State Senate.
15 They all work closely with us. They all
16 participate very actively and very
17 effectively in all of the various campaigns
18 that we conduct in this state and we have
19 enjoyed a great deal of success because of
20 that working relationship and the active
21 support that we receiving from all of your
22 locals, and for all of those local leaders
23 from Illinois in attendance, let me simply
24 say thank you very, very much.
25 You have all heard the
expression that this election or the next
election is the most important election in
the history of whatever. If you are
concerned about a national election, then

the reference is to the most important
election in the history of America. If it
is a state election, the reference could be
the history of the State of Illinois or
local election, the history of the City of
Chicago. And from now until Election Day,
you will hear numerous people say and say
and say, this is the most important
election in the history of America.

I'm not certain that this is the
most important, but I do think it is an
extremely important, important election.
If you are concerned about the condition of
the national economy, if you are concerned
about the ability of ordinary working men
and women to get a job, earn a decent wage,
make mortgage payments, make school
payments, make payments for the elderly in
a family that need to be supported at the
end of their life, then you ought to be
greatly concerned about the record of the Bush administration on the economy, because, as far as I am concerned, it is in the toilet and it requires and demands that there be a change in direction in Washington as concerns of this economy. You cannot preside over a national government which takes an inordinate amount of national tax collections and turns them back to the wealthy in the society. That is simply a prescription for unmanageable budget deficits which eventually result in an increase in interest rates, an increase in government spending over the long term. It is all bad news. It is the record of the Bush administration. The administration must be turned out of office because of economy. If you are concerned about the management of energy in this country, the price of oil, the future of the price of oil and the availability of oil, then reject this administration, reject this
administration which has a very suspect, unholy relationship with the international oil industry and cartels and move to an administration led by John Kerry that will recognize the needs and the interests of all Americans relative to the price and the supply of oil, not just a select few family friends who happen to be in the oil business in Texas or maybe somewhere in the Middle East.

If you are concerned about the record of this administration on protection of civil rights and civil liberties and the guarantees of the American constitution relative to due process and individual representation, then be like me and march to the polling place on Election Day to reject John Ashcroft and the person who appointed him as the United States attorney for America, George Bush.

(Applause)

I'm like all of you, I followed a lot of elections in my time. I have seen events and developments in an election
cycle that ultimately determined the final result of the election. And drawing on my experience in looking at the different factors that could impact upon this election, my judgment is that all of these events, all of these developments are moving in our direction. They are moving in the direction of support for John Kerry and John Edwards, but I know from experience that in America, the winner of an election is the candidate and his supporters that get their voters to the polling place on Election Day.

If you don't believe me, ask Al Gore. Ask Al Gore how he could win the popular vote but lose the presidency, and the answer is, because in certain states, like Florida, the Democrats did not get to the polling place to vote or they were systematically excluded from voting at the polling places.

So there is much to be done between now and Election Day, but I would suggest that we all join together in a
crusade to make sure that the essential elements of the campaign are properly executed in year 2004, and that means, communicate with all of our friends and family who believe in the ideas of the principles that we believe in, the idea that people are entitled to a decent job, the idea that the ordinary people ought not to be forgotten at the expense of the wealthy and the privileged. And that everybody in this country, everybody, not just those connected, are guaranteed certain protections under the federal constitution and what we need to do is to communicate that message and make sure that everybody understands the message and the importance of registering to vote and then getting themselves to their polling place on Election Day and voting for the candidates that will represent them as they are entitled to be represented and the administration of justice in this country. That is what I am here to do from now until November here in Illinois.
We have already started calling every labor union in this state, encouraging them to register voters, encouraging them to get out the vote effort in late October, early November.

There will be constant communication between my office, as the State Party Chair, and every local union in the State of Illinois. In addition, we will work with every citizen of this state to make sure they understand our message. And I firmly believe that if the majority of people in America understand the message that I have just spoken to, then there will be a change of administration in Washington come next January. And, once again, all of us working people and those who are concerned about working people can start along a path, a path of governmental administration that is designed to provide a good, solid, stable economic environment where people can fulfill those lifetime dreams of a good job, the ability to care for their family and to retire in dignity
and with respect so that they can care for the other members of their family.

Again, thank you for permitting me to spend some time with you today.

Welcome to Chicago. I hope that you enjoy yourself.

We have two baseball teams in this town. One is doing pretty well. The other one is preparing for next year.

We have a football team which is in their training period, and as is always the case, everything sounds real good in the preseason training. And once upon a time we had a great basketball team, but they are struggling, too.

So there are other things to do in this town in terms of entertainment and enjoyment, so enjoy yourselves. Thank you again for having me with you for a short time, and best of luck to everybody.

(Standing ovation.)

TEMPORARY CHAIRPERSON KARCZYNISKI:

Mr. Speaker, at this time General Secretary-Treasurer Tom Kelly would like to
present you with a few gifts from the Sheet Metal Workers' International Association.

GENERAL SECRETARY-TREASURER KELLY:

Mr. Speaker, as you can see this room is decorated with the products of our membership, and so that you know, everything that we do, we do from a flat sheet of metal and form it.

Rather than give the traditional gifts to our convention speakers, we have decided that we would go to our local unions and have them produce something so it could be memorable for you and you could really appreciate the skills of our membership.

We have this lamp for you that was fabricated by Local 268 in southern Illinois. We are proud to present it to you with our union label on it, and may it shine the light on anything you need in the State House. Thank you.

SPEAKER OF THE HOUSE MADIGAN: Shine the light on polling places.

GENERAL SECRETARY-TREASURER KELLY:
The speaker said, "Shine the light on polling places."

We also have this convention bag for you. Thank you very much.

SPEAKER OF THE HOUSE MADIGAN: Thanks again, everybody. Have a great day.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: For the rest of the morning, the agenda, we are going to have David Darcey, comptroller of the IA office, give a financial report that has been prepared by the General Secretary-Treasurer's office and by Secretary-Treasurer Kelly.

After that we will have some resolutions that will come forward concerning finances, and then after that, we will have the Constitution Committee where we will be discussing the per capita tax increase in those resolutions.

So at this time, I will introduce, David Darcey, comptroller of the SMWIA office.

COMPTROLLER DARCEY: Good morning.
Mr. Kelly is going to help me out here.

GENERAL SECRETARY-TREASURER KELLY:
David will be helping me because David is
the money guy here. David is our
comptroller who does a tremendous job on
behalf of this International Association
and everybody here.

Just let me give you some
background here, and we will go through
some numbers. General President Sullivan
several months back decided to put a Per
Capita Tax Committee together so that when
we came to this body this morning,
everybody would know exactly -- on this
committee would know exactly what our
finances were and where we needed to go to
keep this International Union on a sound
financial basis.

On that committee were Tony
Behan from Local 11; John Bridle from our
staff; Tom Burek from 73; Paul Collins from
137; Reggie Hohenberger from Local 33;
James Jackson from 30; Mike Jeske from 15;
myself; and Joe Maraccini from 104; Doug
McGee from 54; Charlie Mulcahy from 66; Kevin Mulcahy from 63; Craig Sandberg from 10; and our General President, along, once again, with David.

We need to get the slides up.

COMPTROLLER DARCEY: Okay. What this slide here, the first line item here is Cash and Investments, and you can see 1993, the far column to your right is 21 -- almost $22 million and you can see how that column has grown from 1993 to 1998 to $55 million, and we are still increasing the assets of the IA at the end of 2003 up to almost $67 million.

The other assets are pretty much in line of where they have been. Property equipment improvements have increased due to renovations in the building. Also, we have computerized a lot of the IA. The field staff now has laptops, so you can see how the total assets for the 15-year period, from 1993 has steadily increased to 1998 to 2003.

The liabilities section,
accounts payable, you see $2 million. That is a little bit higher in 2003 to 1998, and $1.4 of that is related to Local Union and Councils COLA Fund. So really our accounts payable to the vendors is only $700,000, so that is really reserved to pay benefits to our members.

The other big item, the biggest item that we are going to be discussing and putting a lot of time into is the last liability item there, the crude employee benefit costs, $24 million at the end of 2003. The majority of that, over $23 million of that is related to post-retirement healthcare and pension costs.

The IA has two pension funds, has two post-retirement healthcare funds, and the problem is that they are single employers. And when they are single employers, what happens, the assets or the liabilities, depending on the funding level rolls to the IA's side of it.

In the last five years, we had
three down years in the investment market,
so what that does, we did not meet our
assumptions, our actuarial assumptions, so
that increases the costs on the IA side.
What this is, it is really a non-cash
transaction, but in order for our financial
statements to be on the GAAP basis, we must
book this.
You can see 1993, in that same
section, we had $7 million, and what that
is, that is the severance plan that we got
rid of and we went into the national 401k
plan. We paid that out. 1998 we had very
little liabilities, and then 2003, you can
see that is a $23 million increase there.
That is a non-cash increase, and we will
show you how that affects the bottom line
as we go forward.

GENERAL SECRETARY-TREASURER KELLY:
Just to make sure you understand that, we
have to book that because the accountant
says we have to book it and the actuary has
to book it. We are not paying out
$24 million a year, and we will get to that
further on in a second.

COMPTROLLER DARCEY: What Slide No. 3 shows is just the revenue portion for the last 15 years. 1993 contains the five years before that. 1998 is the five years between '93 and '98, and 2003 is the last five years that occurred.

You can see 1993, that is the last time we had a per capita tax, so the rates are -- some of the rates are less than the current $24.50 for the building trades and $12 for the production levels, so that is why you have lower per capita tax and fees in 1993.

In 1998, you can see that that is a pretty good size increase, and that is related to having a steady amount. 2003, you actually have a little bit more in per capita tax and fees, and a majority of that is due to we actually picked up in building trades and residencies, but we have lost in some of the other dues paying areas that pay a little bit less in dues areas, such as the production workers.
The net investment income, you see up there, 1993 we earned $5 million over the period. We really did not have that many investments at that time. We earned a pretty good return. 1998 we had almost $21 million in return on your investment income. We had some pretty good years in that five-year period.

The last five years, as I mentioned before, we had three down years in the investment industry, and that really reflects. As I showed you before, we had the most assets we have ever had, yet we only earned $8 million, and we will go into a little bit more detail on some of the other slides on that.

The only other item that I really want to point out to is the administrative expense reimbursements, the second to the last line item down there, and what that covers, in order to get a better or a larger group in our healthcare, a better rate, we pay for the healthcare for some of the related entities, and then
we seek reimbursement.

Since we report everything to the Department of Labor on the LM2, we gross everything up, so the majority of this is the healthcare premiums that we are receiving from the NPF, ATPA, NEMI, ITI.

And you can see how the cost has increased from 1998 up until 2003.

This also contains some airfare reimbursements. We have a travel department that gets -- seeks that and we also pay some of the salaries for some of the organizations and seek reimbursement from there.

What this slide here shows is just a portion of the revenue, and it shows you how significant -- at least for the 2003, how significant our per capita tax initiation fees are. Hopefully, in the future our investment income will be much more significant, but it really shows where the majority of our revenue is coming from.

Now we are hitting the expense side of it. The first item you can see is
the salaries, and the salaries for the five years ended 1993 was only $33 million. Then where you see a slight increase for the next five years, $35 million, and that increase or that slight increase -- it should increase a lot more, but what we did, we lost a couple positions. We did not replace them. We had a lot of people retiring. Also, the raises on the staff level was fairly low, so it was not much of an increase between that five-year period.

The last five years, we replaced some of those positions. We got a little bit more aggressive. We are doing a little bit more training. We have done a lot more organizing. The $44 million also includes some of the compensation that we paid out in Las Vegas at the last convention.

The other line item right below that Other Employment Costs, you see how that really has not change that much over the five-year period, and we are trying to hold that down the best we can. But the post-retirement benefit cost, you see right
below that how that has increased significantly.

And, again, as I said before, this is a number that the actuary calculates for us to calculate the healthcare and the pension, and the problem with that is in the healthcare industry, we are experiencing double-digit inflation. The pension problem is that we have had, three out of the last five years, bad investment returns. So what that does, it just -- those losses go on to the IA financial statements, and it really makes us look bad.

Payments to local unions for the organizing subsidies. You see that we started that in 1998, where right after 1993 we paid that $8 million from 1998 and we have doubled that since that. Currently, we have about 97 organizing subsidies, and I know that there is a motion on the floor to increase that for the production workers the other day, so this number you might see a pretty good
size increase in the future.

Conference meetings and travels,
you see how it decreased significantly
between 1993 and 1998, and part of that is
due to, we did not have two BA conferences
in 1998. Also, what we did, we revamped
the travel policies, and that really
decreased the costs. That helped us
control the costs quite a bit.

2003, that includes the cost for
Las Vegas. That was the most expensive
convention we had. We had BAs conferences
the other four years.

We have changed our policy a
little bit. We actually have an automobile
allowance for our staff. It is a little
bit fare of a -- of a policy and it is a --
we also have the per diems have increased
slightly.

Strike benefit assistance that
is kept fairly low. That is something that
is really hard to predict, but that is just
to pay for the benefits throughout the
five-year period.
Affiliation fees, you can see how that has increased between 1998 from $4.4 million, almost $4.5 up to $6.1, and our largest affiliation fees that we pay to is to the AFL-CIO and the Building Trades and the Canadian Labor. They have increased their per capita tax rates lately, and that is reflected there.

Costs of the journal. In 1993, the five-year period ended that was $4.2 million. It decreased in 1998. What we did with the journal, we actually used to issue it once every month. In 1998, what we did, we issue it once every two months, and then 2003, there is a slight increase in that. Part of it is due to postage hikes. Another part of it is we are doing it in French now. That costs a little bit of money, and, also, the material that we are using in the journal itself is a much better, higher quality so that the journal looks a lot of better.

Funeral benefit, accidental death, and dismemberment payment. You can
see how that has increased significantly. 1993 that was related to the Funeral Benefit Fund. The five years ending 1998, we actually paid out the Funeral Benefit Fund, and then 2003, we actually -- that is contributions that we have made to the funeral -- to the AD&D Fund. And as you know, recently, the AD&D Fund increased their benefits from $5,000 to $7,500.

Legal fees, this is something that the IA has really worked hard to control. You can see the five-year period ending 1993, $6.3 million, dropped down to $2.1 million, and the last five years, we have only paid $1.3 million.

Political education league, this is something that we are hoping for our greatest return on. This is money that we are trying to education our members, let them know how we feel about certain issues, and Vince can tell you all about this. He will be glad to give you a full report on this.
Administrative expenses. This is one item that I was telling you about before. When we talk about the revenue, when you saw the expense reimbursements increase, the increases is included in that. That is part of the reason why it increased so much from $17 million to $35 million.

Also, we have the Local Union and Councils COLA fee in there for $2.5 million. The IA actually made a contribution to the National Pension Fund to pay for the pension -- the local unions' pensions for the secretaries. That relieved a lot of the local unions.

We include rent in this, organizing campaigns, and so you can see that is why it jumped from $17 million up to $35 for the last five years.

GENERAL SECRETARY-TREASURER KELLY:

Just on the healthcare, in 1999 our healthcare was $621,000 for the International. In 2003 it was
$1.124 million. That increased 10 percent for 2004, but I want you to know we kept it at 10 percent because we doubled the deductible. That is for everybody that works there, so we are doing everything we possibly can to keep that down.

Actual pension payments, these are the cash payments -- David explained to you, what you have to book to meet the actuarial and accounting standards, but actual pension payments for staff pension, office employees' pension, and NPF for 1999 were $2.7 million and $2.6 million in 2003. So they are the actual dollars that have been spent.

COMPTROLLER DARCEY: Slide No. 6 just shows how the funds that we have have increased over the year. I will start on the far right column in 1993 and move off to the left, the first fund and then there is a general fund, and we really had some good gains after 1993.

We had good investments. We have cut expenses, as you saw before, so we
actually increased the net assets by
$34 million. At the end of 1998 we had
$44 million, and then at the end of 2003,
we only had $7.6. You see that $36 million
decrease -- almost $37 million decrease,
like I said before, the majority of that is
related to the post-retirement and
post-healthcare on the balance sheet. You
saw the liability increased by $23 million,
so that is where the majority of that has
increased.

A lot of the bad years in
investments, you saw how that went from
$20 million in the last five years to
$8 million, so that is the majority of
where we have lost our money there.
The Strike Fund, the Strike Fund
has increased the assets from $8 million to
$17 million at the end of 1998, $19 million
it increased from the last five years.
And, also, there was a $4 million transfer
from the General Fund to the Strike Fund,
and the board authorized this transfer.
It was something that was done
on the reverse side. The Strike Fund actually gave the General Fund $4 million before 1993, and, basically, what it was doing was just paying it back. So that accounts for another $4 million loss in the General Fund and a $4 million gain in the Strike Fund.

GENERAL PRESIDENT SULLIVAN: The conference fund has significantly grown. It has a five-year cycle, and we will get to that a little bit later, but basically the conference fund increased over the five years, and then we have our convention and it drops down and starts to increase again.

GENERAL SECRETARY-TREASURER KELLY: One thing I want to make clear to you, when we look at that 1993 number, that big increase, in 1990, we were -- we had very little in the way of cash in this International Association and our capita tax increase at that convention was $4, $4 and $2. It was a $10 increase per capita tax. And that is why this number bumped up the way it is, and also, just so that you
all know, the strike fund receives $1.55
each month from every member on per capita
tax and the conference fund receives $.65
per month per member, and the disaster
refund was -- a million dollars was put in
there, and that strictly runs on interest.

COMPTROLLER DARCEY: What Slide 7
shows you is a graph of the expenses and
the revenue, and you can see the first five
years we really -- the revenues outpaced
the expenses. The last five years had the
reverse trend. Starting in 1999 you can
see that the revenue is actually down if
you compare 1999 to 2000. 1999 we had a
two-month per capita tax give-back for the
organizing subsidy. That cost us
approximately $5 million. So that accounts
for the difference between that. We also
paid -- the expenses were up very slightly,
and that included NCF payment of $1.1
million that we paid in 1999.

2000, this is the year that we
actually moved the $4 million from the
strike fund to the general fund, and -- I
mean from the general fund to the strike fund, so that accounts for the loss in 2000.

In 2001, we are starting to show some losses on the investment side. We actually lost 2.53 percent, and also what this does, this is when we are starting to push -- have to focus on the additional pension from the health and welfare costs as far as that goes.

2002, that was the worst year I have ever seen here at IA as far as financial aspects go. We had 5.3 loss on the investment side. We also paid -- we had to book $12 million of loss as far as our additional pension costs on our books, and we found a little bit more money from the PAL education fund and donated $1.4 million. So that shows the reduction in the revenue and increase in expenses. And you can see how much the expenses outpace the revenue. It was significant in 2003 -- I mean 2002.

2003 was a much better year. We
actually earned 2.8 percent on our investments, but the thing that made the expenses outpace the revenue in 2003 was the pension costs and the health care costs.

This shows net assets over the next ten years. And it is the same transaction as you saw in slide No. 1. You see how net assets grew significantly, and then, especially in 2002, they dropped off, and at the end of 2003, they are about $7.6 million.

This is the revenues and the expenses on the strike fund. The revenues are blue; the expenses are in the red. And what we did in 1994 up to 1997, we actually paid the organizing subsidy costs out of the strike fund. You can see that reflects in the higher expenses starting in 1994 when we actually started paying out the organizing subsidies, and then in 1998 we moved the organizing subsidies to the general fund. After that you can see the revenue side of it is slowly dipping down.
2000, 2001, 2002. The majority of that dip shows, it is related to returns on the investment side of it. 2003, as I said before, we earned 13.8 percent. So you can see the expenses were extremely low. We had a lot of revenues. So 2003 was very good for the strike fund.

What slide 10 shows you is just the net assets. It is the same transactions that you saw before, but you can see proportionally how well 2003 was. 1994, the net assets and the strike fund was $10 million and now we are looking at $37 million at the end of 2003. We should be breaking -- I think we have already broke $40 million for 2004.

Slide 11 is just the conference fund. And it starts out with Pittsburgh. In 1994, we had the convention in Pittsburgh, and that brought down the assets. In 1995, we didn't have a BA's conference. 1996 we didn't have one, and then we had two of them following that, and then we had the convention in Las Vegas.
And after that, we had for BA conference.

So that shows you what the cycle is.

Slide No. 12 shows net assets.

It is a little bit easier to see how the net assets. We actually started off in 1994 with the conference fund owing the general fund money and now the conference fund has build up sizeable net assets.

If this had 2004 in there, we would predict $1.5 million at the end or at the beginning of 2004.

Like I said before, there is no conference in 1994 and 1995, which really helped the assets grow.

Slide 13 just shows the disaster relief fund. It was combined in the general fund assets. In the last five years, we have broken it out. 2002 we received a contribution from one of the local unions for a quarter of a million dollars from Local 28. And we show the revenue a little bit more than 2. -- or a quarter of a million dollars there to $250,000. That is the revenue that we earn
on the assets. The assets are mostly
invested in fixed income. And so that is
why 2002 was a bad year, but we still
earned money in 2002.

2003, all of the blue is just
investment income, and then the red is
related to the benefits that the fund paid
out to the members.

GENERAL SECRETARY-TREASURER KELLY:

Benefits for that disaster, receipt
benefits, are obviously involved in
disaster and determined by the General
President, General Secretary-Treasurer and
the First General Vice President.

COMPTROLLER DARCEY: Slide 14 shows
net assets of the disaster relief fund. As
you can see, 2001 started just a little bit
over a million dollars. It started out as
a contribution from the general fund for a
million dollars even. We did 5 million one
year and 5 million the other year, and then
it increased up to $1.3 million. I think
it is about $1.35 million at the end of
2003. And what the trustees are trying to
do is build up the assets to the point where you can pay off more benefits just from the investment income.

This is slide 15 that shows our projections, where the general fund is going to be if we received no per capita tax increase. What we have here is, we made a couple of assumptions here. We are hoping to earn 6.5 percent return per year. We have a 3 percent rate of inflation.

You can see the first line item, 2004 to 2008, the per cap tax is flat because we are not projecting any new members, we are not projecting any losses, and that's currently at the building trade rate of 24.50 and the current production rates. Investment income you can see in the general fund, that is actually decreasing. In 2008 there is no investment income because the general fund used up all of its assets to help pay for expenses of the general fund.

Other expenses, our revenue that includes the reimbursement that we talked
about for the health care. And then on the expense side, that salary number, that includes four new positions, $9.7 million and that has an inflation rate all the way through there of 3 percent, so at the end of 2008, we are projecting salaries of $11 million.

Other employment costs, that includes a railroad tax, that includes your PAL, your convention. This is basically on the cash basis because I can't project what the actuary is going to tell us on the books. This is based on how much past practice as far as what we paid in the past, and this includes the National Pension Fund, the National 401 Fund.

And you can see in 2004, the other employment cost us $6.5 million. At the end of 2005, that is almost $8 million. The big increase in that is that we are asking for an increase in the staff pension fund contribution. Apparently, it is at $1.25 per member per month, and we are asking that to be jumped
up $2 per month and that is going to help
the actuarial compilation. Because right
now what they have to do is to assume
everything is going to be funded at $1.25,
and so that is a 75 cent increase. So that
will help them post a smaller liability in
the future.

Travel conferences and meetings,
that includes -- that includes the per
diems, that includes all the travel for the
IA staff. Other expenses, automobile
allowances, and classes at the George
Meeting Center. Other expenses, that
includes organizing subsidies. That is
about -- a little bit over $4 million in
organizing subsidies.

It also includes the PAL
education fund, telephone and general
administrative expenses. That includes our
flow-through items such as the
contributions for the ADD Fund, our COLA --
our COLA Fund, Local Union Council COLA,
the health care that we were talking about
before, how we bill out to other, the other
funds. So, basically, at the end of 2004 we are projecting almost a $39 million loss. Our revenues are $34.4 million. So we are projecting a deficit at the end of 2004 of 4.4 -- $4 million, which would give us net assets of $3.1 million.

And what happens, that loss just keeps increasing. It actually decreases slightly where the other expenses decrease slightly from $6.6 million to $6.4 million. And that is because we are projecting more money to be contributed to the PAL education fund in 2004 than in 2005, because 2004 is an election year. So that accounts for the $200,000 decrease in that particular line item. But you can see how we are projecting a loss in the general fund from $4.4 million at the end of 2008. That loss increases to $12 million, and, basically, at that point, it is eating up all the investments in the general fund and is borrowing money from the strike fund to continue in operations.

Slide 16 is the same information
but this is just a graph so that it shows
how the revenues are slightly decreased due
to the assets being used for expenses and
the expenses being increased due to the 3
percent inflation rate.
Slide No. 17, the blue shows the
actual investments in cash investments that
the general fund has. This is what we are
projecting at the end of 2004, and you can
see how that is being used to help pay for
some of the expenses. At the end of 2007,
we have very little assets left, and you
can you see the net assets actually
decreasing, as the $3 million at the end of
2004 and then you actually have negative
net assets. And that -- the difference
between that, the majority of that is the
actuarial compilations for the post
retirement benefits and the pensions. So
you can see how we got over a $30 million
deficit in 2008.
These are the five-year
projections for the strike fund with no
capita tax increase. The strike fund, the
per cap tax we are predicting that the same, no increases in membership. As Tom said before, that is $1.65 per member.

Investment income, you can see how this has actually increased because we are putting excess money into investments and earning a return on that.

On the expense side, we have the conference and meetings. That is the MJAB. The GNA, we are predicting $50,000. That is pretty consistent. Strike fund benefits, this is probably a high number. What we averaged the last five years is $300,000, but I'd rather give you a conservative number than a low number.

This number is almost impossible to predict because it is hard to tell when people are going to go on strike, what the issues are. But I think 600,000 is a conservative number.

But you can see we are predicting a $4.1 million gain in 2004, and the net assets increase from $37 million to $60 million at the end of 2008. At one
point, in 19 -- I mean 2006, the investment income is actually outpacing the per capital tax. And that is just with a 6.5 percent return.

Page 19 just shows the projected revenue expenses on a bar graph so you can see how the revenue is outpacing, strongly outpacing the expenses.

And this is the net assets in the strike fund. We start off with $40 million at the end of 2004. After 2008 under this scenario we are looking at over $60 million in investments.

The conference fund. As I showed before, this has a five-year cycle here. We are predicting $4.2 million in expenses for this, for the Chicago convention. That number is probably a little bit high, but we'd rather give you a number that is a little bit too high than a little bit too low per cap tax. That is made up of 65 cents per member as Tom said, in investment income. We invest mostly in fixed income because we can predict when we
need the money.

And you can see, investment income goes from $130 thousand to 65,000 because we are predicting to use half of the assets. Right now we have $2 million and the assets in the conference fund, and we will liquidate half of that and use that to pay for the convention. So we are predicting almost a $3 million deficit in 2004. That will bring our net assets down to $1.5 million. After that we will have surpluses all the way up to 2008, and we will have $4.4 million in the conference fund to help pay for the convention in 2009.

This just shows how the expenses outpace the revenue in 2004.

2005, the revenue is outpacing the expenses, and then if I had 2009 on here, it would show something very similar to 2004.

Slide No. 23 just shows the increase in the net assets. It starts off at $1.5 million. This is after convention,
we are predicting $1.5 million in net assets. At the end of 2008, we will have the $4.4 million, as I mentioned before.

This is the consolidated funds.

I did not include the disaster fund in the consolidated funds because we are not projecting any revenues going into the disaster fund over the next five years, so there is really no additional cost to the IA. We are just hoping to pay benefits out of the investment income. But, basically it shows total revenues in 2004, $40.4 million.

The total expenses is $43.1 million. So we are projecting a loss of 2.6, and the majority of that is related to the conference this year and also the loss in the general fund.

2005, you can see that the $2.6 million loss has decreased to only a $1 million loss. And like I said before, 2004 is a convention year, so that really decreased your expenses in travel, conference and meetings. You see how that
went from $9.2 million to $5.6 million.

But also you can see how the expense keeps increasing throughout the next five years.

We are going from a $2.6 million loss that includes the convention at the end of 1990 -- I mean 2008. We have a consolidated loss of $5.5 million and the majority of that is related to the inflation factor of 3 percent. Because we only projected we are going to add on four new positions in 2004 and we will keep those four new positions throughout the five years. So you can see how the net assets have decreased from $47 million down to $35 million.

This slide just shows how the expenses outpace the revenue over the five-year period. And as I said before, it is because of the investments being used up to payoff the bills. The revenue -- I mean, the inflation factor just keeps increasing the expenses throughout the five years.

And this is the consolidated net
assets. You can see how they start off about $47 million, 46.5, and they drop down to about $34 million.

This slide here, what we did, last per capita tax increase was 1993, and you can see how the inflation, this is CPI, the inflation shows you that each dollar that you have, that dollar has lost about 27 percent buying power, so that is part of reasons why you see the losses that we're projecting for over the next five years. We have already lost 27 percent as far as the buying power, and the inflation will continue to erode our revenue base.

As Tom said, we did have a Per Capita Tax Committee, and I will let Tom take care of this.

GENERAL SECRETARY-TREASURER KELLY:

This is the proposal effective January 1, 2005, for building trades members including residential and industrial workers who earn more than 75 of the journeyman total wage package in their area, to increase by a $1.50 to $26 per month. Residential and
industrial workers who earn 75 percent or
less of the journeyman total package in
their area, to increase by a dollar to $16.
Classified workers under the Standard Form
of Union Agreement to increase by a dollar
to $13. Retired members per capita will
increase one dollar. Railroad workers by
$1.50 to $26. Production workers, shipyard
workers and government employee members by
a dollar to $13. Retired and disabled
members by a dollar to $13 and apprentice
members by $.75 to $13.

Effective January 1, 2006,
building trades members and apprentice
members to start at $.02 per hour for
capita tax for every hour worked.
Residential and industrial workers to
increase by a dollar to $17 plus $.02 per
hour. And classified workers, from the
Standard Form of Union Agreement, to
increase by a dollar to $14 plus $.02 an
hour.

Effective January 1, 2007, for
building trades members and apprentice
members to increase by $.01 per hour. That would be a total of $.03 per hour.

Residential and industrial workers by a dollar to $18 plus a dollar -- plus a penny an hour. Classified workers to increase by a dollar to $15 plus $.01 an hour.

Production workers and shipyard workers and government employer members by a dollar to $14. Retired and disabled members by a dollar to $14.

Effective January 1, 2008, building trades members, residential, industrial workers, apprentice members and classified workers to increase everybody in the construction industry to increase by a dollar.

And effective January 1, 2009, the same thing, for building trades members, residential and industrial workers, apprentice members and classified workers also to increase by $.01 an hour, which would be a total of $.05 per hour per capita tax in the year 2009.

Production workers, anybody who
works in the construction industry would be 
$.02 per hour check-off. Any production 
workers, et cetera, are not paying the 
cents per hour check-off.

COMPTROLLER DARCEY: Basically, what 
we are showing you, where we have been from 
1993 up to 2003. And then we showed you 
projections, what would happen without the 
per capita tax increase, and the end of 
this report just shows you what happens to 
the general fund and the other funds with 
the per cap tax increase.

What this slides shows you is 
the increase in the per capita tax. It 
shows you how it affects the investment 
income and other related expenses. There 
is no effect on what you saw in 2004 
because of the cap tax rates increase in 
2005. So in the general fund, we are still 
predicting a $4.4 million loss in 2004. 
That starts to turn around a little bit to 
a $4.5 million loss in 2005 and that 
decreases in 2006, because the per cap tax 
increase also, because if you look on the
line item under other expenses, you will see how that has decreased from 6.4 percent to 2.5 percent, and what we are projecting at that point is to move the organizing subsidies from the general fund to the historic fund, so that reduces the expenses in the general fund. We have $38 million revenue in the general fund, and we have $30 million expenses, so we actually were projecting a $200,000 increase. And that is -- still that's based on a 6.5 percent return on investment and a 3 percent inflation factor, so at that point, we are starting to turn around the net assets a little bit.

2007, we are projecting an increase of almost $900,000, which erodes the net assets, the negative net assets a little bit more.

2008, we are actually projecting an increase of $500,000, and we are actually projecting net assets increasing by $181,000.

As I said before, the net assets
is your total assets less your liability, and investments. If you look at the investment side, we have a whole lot more investments than the net assets and that is because we have to record those liabilities on the book that the actuary calculates for the health care and also for the pension.

This slide here shows the expenses. It is just a bar graph that shows the revenue and expenses, and it shows 2004, 2005 how we're projecting losses, and then 2006 to 2008, the revenues will be increasing, and so that affects the bottom line.

This slide is a five-year projection of the revenue, of the net assets, and you can see how net assets at the end of 2004, we are predicting about $3.1 million in net assets, and that actually goes negative 2005, and then it starts to come up again in 2008.

This is the five-year projection of the strike fund. It shows, again, the per capita tax. This stays the same,
because we didn't ask for an increase on the $1.55 per member for the strike fund allocation. Investment income, you can see how 2006 that actually equals the per capita tax. The expenses are the same as what you saw before, but now you have the organizing assistants or organizing subsidies of $4 million being added to this fund in 2006. So in 2005 we have total expenses of 675,000 and now we are projecting expense of $4.7 million at the end of 2006. This slide is just the five-year projection of the revenue expenses on a bar graph. You can see how the first two years, the revenue is significantly greater than what the expenses are, and in 2006 we have the organizing subsidies being taken out of the strike fund, and it is a little bit closer and the net assets aren't increasing quite as much. This just shows how we are projecting the net assets to increase at
the end of 2004 to a little bit over $41 million, and at the end of 2008, they are projecting the net assets to be almost $47 million.

The conference fund really isn't affected by the per cap tax increase. We contributed $.55 per person per month and we didn't ask for a change on that. You will see how the numbers are the same as with no per cap tax increase. So at the end of 2004 we are projecting a net asset of $1.5 million, and at the end of 2008, the net assets will increase up to $4.4 million.

And this is just a bar graph of the revenues and the expenses. 2004 is the expenses for the Chicago convention. Then we will have Seattle after that and Boston in 2006.

This slide shows the projected net assets, how they grow in the conference fund, $1.5 million at the end of this year, and then in 2008, it will be almost $4.5 million and 2009, it would be back
down to approximately $1.5 million because we have the convention in 2009.

What this projection shows is the consolidated balances in the strike fund, the general fund and the conference fund. As I said before, the disaster fund is not included in that, because we are not allocating any money to it. And the expenses just come out of the investments that it earns. But, basically, what it shows, as I said before, 2004 is not affected by the per capita tax increase because it doesn't take effect until 2005. The $2.6 million, that same number is what we saw before, but 2005, you see $42 million, and $42.5 million in total revenue. Total expenses is $41 million, so we actually have a surplus of $1 million, so our assets increased by $47 million at the end of 2005.

The revenues keep increasing up to total revenues at the end of 2008, $40 million. Total expenses at the end of 2008 for all three funds, almost
$46 million so we are projecting a
$2.3 million increase, so our total net
assets at the end of 2008, without the
disaster fund, would be almost $55 million.

What this shows, this slide shows the bar graph of the expenses and how
you can see the first year, the expenses outpace the revenues and then we turn that
around with the per cap tax increase.

Also, you have to remember that the
expenses are higher in 2004 because this is convention year.

And then this is just a consolidated balance out. It shows
$46 million and it increases up to about $55 million, as we said before, at the end
of 2008.

Anything else you want to add?

GENERAL SECRETARY-TREASURER KELLY:

Just a couple things here, Mr. Chairman.

Number one is that we based our assumptions on the cents per hour on
1.1 million hours per month, which gives a
total of 13.2 million hours at the end of
the year. To let all of you know, that our Finance Committee meets quarterly, and with three General Vice Presidents, myself and the General President, to review every expense of this International Association, and we have David Darcey, who you have just seen here this morning give you the display of exactly how accurate we are in our bookkeeping and accounting, to let you know your money is in safe hands.

Thank you, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: We wanted to get the numbers out, but there are a few things, so that you know that. And when you see the resolutions that are coming up, there will be some other things, some more information on where we are with the finances.

But in the deliberations, I think there were a couple of things that you should keep in consideration or consider. First of all, we have four funds within the General Fund.

The Disaster Relief Fund is
separate. There is no moneys going from
per capita into the Disaster Relief Fund,
and we have a process where if a local
union has a disaster or a member has a
disaster in their area, then we make
contributions. But we cannot spend more
out of that fund than one-half of the
investment income annually.

So when we talk about that as
being assets of the International, yes,
they are assets, but they are set aside and
they are not being funded. It is just
something that is there that we try to help
when we have a disaster in a particular
area.

Then we have the Conference
Fund. The Conference Fund's assets are up
and down, and we contribute per capita to
them, but they are really separate from the
operating cost -- the day-to-day operating
costs because what we do out of the
Conference Fund, we take care of the
Convention and the conferences between
meetings.
The way to save money in the Conference Fund is to eliminate a conference, and we did that two years. If you saw on the numbers, we did that for two years, and it made an increase in the fund. What we have now is, we feel like we have enough per capita going in for the next five years to continue our conferences, and those are not -- those moneys are not used for the operations of the International but just for the Convention and the conferences.

Then we have the Strike Defense Fund, and in the numbers that you saw, we have a Strike Defense Fund. Those moneys are set aside. It is a particular amount of per capita. The object behind the Strike Defense Fund is that we want to build that fund so that we can take -- when we need that money, we can guarantee our members the right to strike and be able to assist them in a proper fashion.

Now, during the past -- at the last Convention, we increased the strike
benefit from $100 to $150. And what we do now, many times, depending upon the issues in the strike, we waive the two weeks, and we also go to the General Executive Council if the issues are the right issues.

And what I am talking about, if people are trying to run from the union, then we will use those -- we will increase that strike benefit, depending upon what the situation is and where -- how much is needed for that particular strike.

Also, what we want to do in the future, is we want to try to take this Strike Defense Fund and have it operate off of the investment income. We see being able to use those moneys in the future to take on multinational corporations, and that will cost us huge amounts of money.

So when we look at the Strike Defense Fund, yes, it is part of our total assets, but it is to be used for one specific purpose, for strikes in the defense of the members in this International Association. And that is a
huge -- that is the major portion of our
assets, if you take the buildings out and
the other things out of the General Fund.

Now, when we talk about the
General Fund, those numbers are what they
are, and those are the numbers where the
money is needed for the future. If we
don't do that, we will end up like we were
ten years ago with a negative balance in
the General Fund, with the Strike Fund
constantly taking moneys -- or the General
Fund constantly borrowing moneys from the
Strike Fund. And what that did was that
diminished our opportunity to assist our
members. That is not a position we want to
get into.

For example, we have one
collective bargaining group in Canada. If
they go on strike, the Strike Defense Fund
could spend up to $1 million a week to
defend that strike. If we were to have had
to do that five years ago or ten years ago,
we would not have had the money to pay
those benefits, as I feel like we are
obligated to do under the Constitution.

So when we look at the General Fund, here is where we have spent large sums of money, and we think we are getting some response from that. But before I get to that, let me say this, all of these numbers are based upon 6.5 investment income. This year we are not going to meet the 6.5, it does not appear, or at least today it does not appear that way.

It is based upon 3 percent inflation, but our healthcare costs have been going up substantially more than that 3 percent inflation. The same as it is with the local union. Remember, those are conservative numbers we are using but yet probably we are not meeting. Our inflation or what it is costing the International for healthcare alone is increasing faster than the 3 percent number.

The salaries are based on -- and we will get into that a little bit, how our salaries are based. We are going to show you what everybody makes, so you will have
an opportunity to see that and how we get
increases in the International.

And I was interviewed by a
newspaper. One year we got a 3.5 percent
increase, our staff did and myself, and we
have a formula, the way that was passed at
the Convention, I believe, in 1994, and we
have gone by that formula ever since.

So we were interviewed and in
that interview they asked me, "Well, if
your business managers or if that top 30
business managers would happen to end up
taking a decrease, what would happen to
your salary?" And I said, "Mine would go
exactly along with theirs. It goes up and
down based on the top 30 business managers
in the United States and Canada."

Now, somebody said, "Well how
could that happen?" Well, it could happen
very easily. Today we are putting most of
our moneys into pension and health and
welfare, so, consequently, if that occurs,
there are no real salary increases for
business representatives and managers in
the local unions. So that is how that
could happen, when you have to start taking
money out of your pocket to pay for
specific healthcare benefits.

We have spent a substantial
amount of money, more so than ever, on our
political activities, and those moneys are
soft dollars that come out of the General
Fund. We can cease doing that, but I don't
think that that is the solution.

In fact, earlier last week, we
committed another $525,000 -- I believe
that was the number, $525,000, soft
dollars, for our political action. And
those numbers are not in because we just --
this was done before we got here. Those
numbers are not in the projections that we
have.

So we already know there is
$525,000 that will be coming out, plus
additional expenditures for this political
season. The health benefits, we have a
VEBA, and we have separated that. So we
have a liability of health benefits of
approximately -- I believe it was $8 million, a little more than we have there.

What our intention is to take that liability and remove it from the books, and how do we do that? We take that $7 million from the General Fund and we put it into the VEBA to pay the health benefits for our retired employees. So those things will be happening, so those numbers, what you see there in cash will be diminished by -- could be diminished by as much as $7 to $8 million by the end of the year if we pay our liabilities.

Then, as David said, when it came to the Pension Fund for our staff and our retirees, we will be talking about the Business Agents Pension and COLA Fund later today, and we intend to mirror our Pension Fund the same as theirs because we don't feel like we are to be -- we should be any different than anyone else out there that is representing our membership.

I think I hit on all of that.
And at this time, what I will do is -- we will have plenty of time for debate. I want to make sure we have plenty of time for debate on the resolutions and on the constitutional amendment, but we have some further information by the Resolutions Committee and the Chair would now recognize Roy Ringwood, Business Manager of 105, Chairman of the Resolutions Committee.

(Applause.)

COMMITTEE CHAIRPERSON RINGWOOD: Thank you. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, we are prepared to present the report of the Resolutions Committee.

The committee has reviewed the resolutions from the local unions and councils which are contained in the yellow book, along with handouts which were submitted late and are not printed in the book. We assume that you have acquainted yourself with the resolutions.

We will now read or summarize
the recommendations of these resolutions,
and you may refer to these in your booklet.

Please note that the resolutions being
reported are not necessarily in numerical
order.

The beginning of your yellow
booklet addresses those resolutions that
came before the Resolutions Committee,
followed by constitutional resolutions
which have a C attached to their number and
will be presented by the Constitution
Committee.

In many instances we have
grouped similar resolutions, which has
resulted in one recommendation. While in
other instances, we have recommended
substitute language. I want to thank the
committee as well as its support staff for
its active participation in formulation of
the recommendations.

The committee members are Joe
Kerwan, Business Manager and Financial
Secretary-Treasurer of Local 112; Harold
Bradshaw, Business Manager and Financial
Secretary-Treasurer of Local 293; Dwayne Stephens, Business Manager of Local 9; Robert Payne, Business Manager and Financial Secretary-Treasurer of Local 441; Michael Belluzzi, Financial Secretary-Treasurer of Local 28; Terry Belleville, Business Manager and Financial Secretary-Treasurer of Local 47; and Richard Zeigler, General Chairman of the Railroad District Council.

The Committee Secretary, Joe Kerwan, Business Manager and Financial Secretary-Treasurer of Local 112 is prepared to make the report. Secretary Kerwan.

COMMITTEE SECRETARY KERWAN: Thanks, Roy. Good morning.

(Good morning from the floor.)

As the General President said, you will find in your packet a report setting out the taxable compensation for the International Association's professional staff. This report is not
submitted in resolution form. It is provided as information only to all delegates. It is in that handout that you received yesterday.

In the yellow book, Resolutions No. 4, 5, and 6 submitted by the Southwest District Council, the Southeast District Council of Sheet Metal Workers and Local 18 deal with per capita tax increase.

Resolutions 4 and 5 by the district councils support the per capita tax increase recommended by the General Executive Council. Resolution 6 by Local 18 does not support the per capita tax increase.

The Resolutions Committee has combined Resolutions 4 and 5 after debate and review, including information provided by David Darcey, comptroller for the SMWIA. The committee recommends concurrence with Resolutions 4 and 5 and nonconcurrence with Resolution No. 6. And I move adoption of the committee's report.

COMMITTEE CHAIRPERSON RINGWOOD: I
second that.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded to adopt the committee's report referring to the three resolutions, two supporting the per capita increase, one objecting to the per capita increase.

The per capita increase has to be a constitutional amendment, so the up or down of the resolution is not the issue of per capita. These resolutions have been referred to the Constitution Committee.

So on the question, are there any questions? Seeing none, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY KERWAN: That concludes this partial report of the Resolutions Committee. Thank you.

GENERAL PRESIDENT SULLIVAN: The Chair
will now recognize Bruce Word, Business
Manager of Local 104, San Francisco,
Chairman of the Constitution Committee.

(Applause.)

COMMITTEE CHAIRPERSON WORD: Thank
you. Good morning. General President
Sullivan, General Secretary-Treasurer
Kelly, members of the General Executive
Council, and fellow delegates and guests.

Each of you has been given in your packet a
booklet containing resolutions presented
for consideration by this committee.

The yellow booklet contains the
resolutions presented by the local unions
and councils, and the constitutional
resolutions are in the back of the book and
designated with a C after the number.

There is a separate blue booklet
containing proposed constitutional
amendments from the General Executive
Council. In all there were approximately
120 resolutions presented to the
Constitution Committee.

This committee is charged with
the responsibility of studying the language, intent, and purpose of each of those resolutions and making recommendations to you for action. The committee has spent a considerable amount of time studying the resolutions and has had extensive interaction with the General Executive Council and staff to gather as much information as possible to properly analyze each resolution.

We held hearings to obtain as much input as possible from the delegates. We heard from representatives of the Production Committee, the Roofing Committee, Service/TABB Committee, PAL Committee, Local 36, and an international organizer.

On some resolutions this committee will present amendments to the resolutions proposed or substitute resolutions from the committee itself. As provided for in Article 33, Section 1(d) of our Constitution, we will identify the resolutions that have been modified from
what is in the blue booklet.

Many resolutions have similar or identical resolve or related purpose and, where feasible, these have been combined for our report. For some a substitute resolution was submitted, embodying the general purpose or intent.

We are assuming you have become familiar with the resolutions in your booklets and their intent, as found in the whereas clause. From those from the locals and councils and in the resolutions, from the General Executive Council resolutions, the resolve language and the amendatory language set forth the desired actions in the resolution.

We have prepared our report to read the amendatory language and, in many instances, summarize the substance of the resolves in related resolutions. I suggest you follow in both booklets when you reference the resolutions by number.

We will not necessarily present them in the numerical order but will
1 attempt to recognize subject matter and
2 continuity.
3
4 The resolution of the first page
5 of the blue booklet, referring to area
6 council was referred to the Resolutions
7 Committee, which will be reporting on it.
8
9 The committee was asked to
10 consider establishing a fixed working
11 assessment for International staff, but the
12 committee decided not to change the
13 International's current policy. The
14 committee understands that the policy is
15 that the International staff members pay
16 the dues and assessments of their
17 respective local unions but no more than
18 what the business manager pays.
19
20 I would like to introduce the
21 members of this committee who worked
22 extremely hard and continue to work in that
23 manner. This committee has strived to
24 represent the diverse thoughts and
25 interests of each Sheet Metal Workers'
26 International Association member of every
27 SMWIA local.
Let me introduce the committee to you, Gino Colombo, Local 38, New York; Terry Farmer, Local 49, New Mexico; Charles Fraley, Local 398, Railroad, New York; Timothy Hintze, Local 565, Production, Wisconsin; Reggie Hohenberger, Local 33, Ohio; Michael Jeske, Local 15, Florida; Kevin McPike, Local 28, New York City; Alan McQuillan, Local 473, Ontario, Canada; Kevin Mulcahy, Local 63, Western Massachusetts; and the secretary is Craig Sandberg, Local 10, Minnesota, who has done an excellent job in monitoring the actions of the committee and who will be reading all of these resolutions.

I would also like to recognize SMWIA, legal counsel, Patrick Riley, for his professional input and assistance.

Secretary Sandberg, the committee will be reporting on the resolutions both from your booklet and ones that are not in the booklet but handed out on separate pages, all those General Executive Council Amendments No. 82 and
Beyond are not in your booklet. You should have these in your packet, or they will be provided to you during the course of the Convention.

COMMITTEE SECRETARY KERWAN: Thanks, Bruce. Good morning.

(Good morning from the floor.)

All of the things that we are going to be addressing this morning are in the blue booklet, so you don't have to have that yellow one out yet.

We are going to start with Constitutional Amendment No. 28, Article 10, Section 2(b).

Previously, initiation fees have been a detriment to organizing. We cannot expect workers to join if local unions charge 100 times the basic journeyman wage rate. In 2002 the General President encouraged local unions to remove this barrier to organizing by reducing initiation fees to not more than $500. Many locals did so. This amendment will
set a maximum initiation fee of $500 for all local unions.

Therefore, we would amend the third through fifth lines of the first sentence of the first paragraph of this section on page 41 by deleting the word "than" in the third line, the words "equivalent of one hundred (100) hours labor at the minimum rate of journeyman wages established by the local union" and substituting five hundred dollars ($500.00) so that the first sentence will read as follows:

From the 91st day after the issuance of the charter, each local union shall establish and collect the local initiation fee of not less than twenty-five ($25.00) and not more than five hundred dollars ($500.00) plus dues in advance beginning in the month in which such initiation is properly recorded.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.
COMMITTEE CHAIRPERSON WORD: I second the adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report on initiation fees. Is there any speaking?

Microphone No. 6. Yeah.

DELEGATE LOUIE PETRICCA (Local 285):

Mr. Louie Petricca, Local 285, Toronto. Is that $500 American or Canadian?

GENERAL PRESIDENT SULLIVAN: In Canada it is Canadian. In America it is U.S. -- or in U.S., it is U.S. Good point. We need a little levity on occasion, right?

All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: The next amendment to be addressed will be Amendment 32, Article 10, Section 2(h).

This amendment proposes a per capita dues increase. Amend the section on
The monthly per capita shall be increased in the following manner: Effective January 1, 2005, for Building Trades Members (including residential and industrial workers who earn more than 75 percent of the journeyman total wage package in their area) by $1.50 to $26.00. Residential and industrial workers who earn 75 percent or less of the journeyman total wage package in their area by $1.00 to $16.00. Classified workers under the standard form union agreement by $1.00 to $13.00. Railroad workers by $1.50 to $26.00. Production workers, shipyard workers, and government employer members by $1.00 to $13.00. Retired and disabled members by $1.00 to $13.00, and apprentice members by $0.75 to $13.00. Effective January 1, 2006, for building trades members and apprentice members by $0.02 per hour. Residential and
industrial workers by $1.00 to $17.00 plus $0.02 per hour, and classified workers under the standard form of union agreement by $1.00 to $14.00 plus $0.02 per hour.

Effective January 1, 2007, for building trades members and apprentice members by $0.01 per hour. Residential and industrial workers by $1.00 to $18.00 plus $0.01 per hour. Classified workers under the standard form of union agreement by $1.00 to $15.00 plus $0.01 per hour.

Production workers, shipyard workers, and government employer members by $1.00 to $14.00, and retired and disabled members by $1.00 to $14.00.

Effective January 1, 2008, for building trades members, residential and industrial workers, apprentice members and classified workers, i.e., all construction, by $0.01 per hour.

Effective January 1, 2009, for building trades members, residential and industrial workers, apprentice members, and classified workers by $0.01 per hour.
The International did not propose a per capita tax increase at the '94 or '99 General Conventions. The last per capita increase was effective January 1, 1993. International has been operating at the same revenue level for the past 11 years. A per capita committee was appointed by the General President which concluded that a per capita increase was necessary and that it should be split between a flat rate increase and a cents per hour increase.

By having a cents per hour increase on all building trades hours, the flat rate increase is kept at a minimum for the sake of members when they are out of work. It is not expected that the cents per hour portion of the per capita would be paid in advance of the current month. Rather, it would be based on the building trades hours worked during the month.

For instance, a local union will know the number of building trades hours worked in January by late February, and the
International would expect to receive that portion of the per capita based on cents per hour by mid-March. The cents per hour portion of the per capita is not an assessment but part of the minimum dues required.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second that adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Any discussion?

Microphone No. 1.

DELEGATE ROCKY PELLIĆCINO (Local 105):
Good morning, Mr. Chairman, Mr. General Secretary-Treasurer, General Executive Council, delegates and honored guests.
Rocky Pelliccino, Business Rep, Sheet Metal Workers' Local 105, Los Angeles, Orange Inland.

Before I go into what I am asking to take into consideration, we would
first like to thank you for giving us all of the snapshots of all of the numbers that we have seen here for the first time and also giving us delegates the opportunity to vote on this.

But to see this for the first time, I am asking that this body take into consideration to delay this vote by one day, to give us an opportunity as delegates to talk about this, to digest all of these numbers and come back here tomorrow with the vote on this.

I only ask that for consideration by the body to take that into consideration. Thank you.

GENERAL PRESIDENT SULLIVAN: Rocky, are you making that a motion?

DELEGATE ROCKY PELLICCINO (Local 105): If it would take a motion, yes.

GENERAL PRESIDENT SULLIVAN: And that would take a second.

UNIDENTIFIED DELEGATE: Second.

GENERAL PRESIDENT SULLIVAN: Then we will do away with the discussion on the
recommendation of the committee, and we
will move into the discussion on whether to
continue the debate until tomorrow.

I would merely say that

Wednesday -- we have always reserved
Tuesday for the purpose of per capita so
that when the elections came about,
everyone would know that -- and we have
always held our elections on Wednesday.

Everyone would know what the president was
supporting and what had been passed by his
support, which would -- could lead to
either support or non-support for that
individual and the officers of the
International.

So I just leave it at that, and

I will now -- we will now debate the
motion.

Microphone No. 2.

COMMITTEE SECRETARY MARACCINI:

General President Sullivan, General
Secretary-Treasurer, General Executive
Council, fellow delegates, my name is Joe
Maraccini. I am the Financial
Secretary-Treasurer of Local 104.

I rise to oppose this motion. We have seen the numbers. We have discussed it amongst a committee. I think there was a very thorough report given by the comptroller of SMWIA, as well as the General Secretary-Treasurer, as well as comments from the General President. This has always been discussed, to my knowledge, throughout the councils. I know that as part of the per capita tax committee, I addressed the Western States Council, and I know the other folks that were on the per capita tax committee addressed their respective councils, as well.

So with that, Mr. Chairman, I strongly recommend that we get back to the original discussion that was presented by the Constitution Committee and vote on the per capita tax increase today.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 6.
DELEGATE LOUIE PETRICCA (Local 285):

Mr. Chairman, Louie Petricca, 285. I stand in support of the recommendation that we postpone this vote with one additional thing.

The report that was given by Comptroller Darcey, can that be copied and passed out, that way the members can review the numbers properly, that way they can make a proper decision? Then after reviewing the report, then maybe we can vote on this increase.

(Applause.)

GENERAL PRESIDENT SULLIVAN: I want you to know that the financial report of the International has been in the journal, and that is part of what we do every year, all of it.

So Microphone No. 6.

DELEGATE CHARLIE MULCAHY (Local 66):

Mr. Chairman, Charlie Mulcahy, Local 66, also a member of the per capita committee. I concur with Brother Maraccini.

I think the presentation given
by David Darcey was an exceptional
presentation. All of the data is there,
all of the numbers, and I think under
debate additional questions can be asked.
Like I said, I concur with Brother
Maraccini. I think that this body is
certainly capable of getting this business
done this morning.

GENERAL PRESIDENT SULLIVAN: Thank
you.

Any other debate? Microphone

No. 2.

DELEGATE REGGIE HOHENBERGER (Local
33): Mr. Chairman, Reggie Hohenberger,
Local 33, Business Manager.

I concur with Joe Maraccini and
oppose this motion. There was a very
detailed explanation in Chicago that
everybody was welcome to come, that was
held there just a while back for the
business managers.

The business managers at that
time should have taken it back to their
respective business agents and delegates
and explained it. I think David Darcey has
done a fine job here, so I would just hope
that we could get on with business today.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 6.

DELEGATE ALAN MCQUILLAN (Local 473):

Alan McQuillan, Local 473, London, Ontario,
Canada. I concur with my friend, Joe
Maraccini. I think we have had enough
information today. I think we can make a
good decision today, and I think that we
should carry on.

GENERAL PRESIDENT SULLIVAN: Thank
you. Any other speaking? Seeing no one --
is that going to the microphone there?
Okay.

Seeing no one at the
microphones, I will call the question. All
in favor of the motion to postpone the
debate on the committee's recommendation
until tomorrow, signify by saying aye.

(Chorus of ayes.)

All those opposed?

(Chorus of nays.)
Motion defeated. We will now move to the debate on the committee's recommendation for increasing the per capita tax.

Microphone No. 2.

DELEGATE ROB KEOGH (Local 17): Thank you, Mr. Chairman. My name is Bob Keogh, Local 17, Boston, Funds Administrator.

My question is to Brother Kelly. On the monthly reporting of that, it is going to be very difficult, I know in our local alone, to be able to do that as quickly as you want. You give the example of January being done in February and then reported in the month of March.

We are on a 45-day pay schedule after the close of the month. There is no way our financial secretary-treasurer could ever get close to that date of early March for January report. He would not be able to do it until probably the end of March, beginning of April, in order to get those numbers in to you.

I was wondering if there would
be consideration for the local unions that
are on a 45-day pay schedule to get that
in.

GENERAL SECRETARY-TREASURER KELLY: I
think most locals, Bob, would be on a
45-day schedule. You work the month of
January, you end January 31st. They have
to report to the local union by February
15th. Whatever you have on February 15th,
would then, in turn, come to the
International by mid-March.

That is the way we -- just let
me finish. We would not be getting
January's money until -- December's
money -- let me see.

If you work in January, they
report in February, we would get that in
March.

DELEGATE ROB KEOGH (Local 17): It
would have to be at the end of March or
early April because January closes on
January 31st. Now it is due into our
office 45 days after the end of January, so
it is due in our office on March 15th.
And then March 15th, you have to give them five or six days to get everything reported in because we don't get too many of those big boys that report it earlier than March 15th, so it would not be until about April 1st before they could do it for you.

GENERAL SECRETARY-TREASURER KELLY:

Bob, I'm going to be honest with you, that is the first time that has ever been brought to my attention, that you are on the 45-wait period. Most local unions are 15 days after the close of the month.

I think that we can work those terms out. Whatever we have to do to accommodate local unions in that vein, we can do.

DELEGATE ROB KEOGH (Local 17): My point is that if you couldn't do it, I did not want to see a penalty or something being brought against the union for that.

GENERAL SECRETARY-TREASURER KELLY: We are not looking to penalize anybody. We are just trying to get this on a solid
basis. That is all.

DELEGATE ROB KEOGH (Local 17): Thank you, Tommy.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 5.

DELEGATE RONALD LAPIERRE (Local 116):

Mr. Chairman, Ron Lapierre from Local 116, Montreal, Canada.

I rise against the committee's recommendation. We live in a very different labor environment. That would be a tremendous strain on the local union and would be detrimental to our competitive edge against other unions who also represent sheet metal workers and roofers.

So I ask that the members vote against the recommendation of the committee. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you. Microphone No. 2.

DELEGATE JOSEPH MARACCINI (Local 104):

General President Sullivan, again, General Secretary-Treasurer Kelly, General Executive Council, delegates, I rise in
support --

GENERAL PRESIDENT SULLIVAN: Joe, you

have to tell us your name and local again.

DELEGATE JOSEPH MARACCINI (Local 104):

I'm sorry. Joe Maraccini, Financial

Secretary-Treasurer of Local Union 104.

I rise in support of this per capita tax increase that the per capita tax committee as well as the Constitution Committee and GEC endorsed.

I can tell all of you that the per capita tax committee reviewed everything very thoroughly, dissected everything very thoroughly. None of us like to pay more money, especially in this economic market that we are living in right now, but the way that I justify this increase is that we are caretakers for an international, as being officers of our respective local unions.

If you take a look at the International, it is no different than any other large corporation. It needs to function as such. In being such, we have
to finance it accordingly. You have looked at the numbers. You can't get, you know, blood out of a -- what is it called -- turnip, as they say. It is not a real California expression.

But the point being is this, if you had -- they got another expression in California. Anyway, the point being is this. Think of it this way, if you had a 130,000 person company, how much money would you need in the bank to support that company? It would be a whole lot more money than $60 or $70 million, and this amount of money that we are requesting be adopted by this body will put this International in a solvent mode for at least the next five years.

Hindsight is always 20/20. Some people could say, "Why all of a sudden now? Maybe we should have taken $0.50 every year for the last 12 years." We didn't. That was money in your local union treasuries at the time that the International never asked for.
Somebody has to pay the bills, so I rise in true support of this per capita tax increase.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):

Jim Paquette, Local 280, British Columbia, Canada.

I rise on behalf of our members that are in support of this increase, but I do want to echo Brother Lapierre's concerns, there are some serious concerns in regards to certain sectors.

And I believe, Brother Sullivan, you have committed to the members of the Roofing Committee that following this Convention, you will help us with those concerns. So on behalf of Local 280, we are in support of a per capita increase.

GENERAL PRESIDENT SULLIVAN: Thank you. Microphone No. 6.

DELEGATE ALAN MCQUILLAN (Local 473):


I rise in support of the motion.
You know, everything goes up these days.

I went out to price goose feathers the other day, and even down is up.

(Applause and laughter.)

So we have a 50/50 organizer, and we heard the number is up to 83 now. I don't want to see that program jeopardized just because we don't want to pay a few extra dollars in per capita tax.

So be careful, Brothers, we have a good organized program going. Let's keep it going.

GENERAL PRESIDENT SULLIVAN: I will have to remember that. Goose feathers and even down was going up.

Microphone No. 1.

DELEGATE DON STILTNER (Local 24):

Don Stiltner, Sheet Metal Workers' Local 24.

I rise in support of the recommendation of the committee. I think to not do so would be negligent. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank
DELEGATE TOM BUREK (Local 73): My name is Tom Burek, Local 73. I was on the Blame It on Them Guys Committee. There was no shrinking violets on this committee. Nobody wants increases. Nobody wants to pay more.

But, I mean, we had meeting after meeting after meeting, and we kept on sending David Darcey back with his computer, and we tried every different kind of scenario. We talked about it. We kicked it around. There was debate. If you were thin-skinned, you had a hard time being on this committee.

We finally came back to the realization that a per capita increase is justified. The price of everything goes up. They have not got an increase since 1993.

Now, don't anybody be grabbing a calculator on me, but if you took a simple 3 percent increase since 1993, it is more than what the increase that we are asking
for.  

So I am not trying to justify our actions. I am just telling that I am rising in support of it and my actions as a committee member and the entire committee. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you. Microphone No. 6.

DELEGATE CHARLIE MULCAHY (Local 66): 
Mr. Chairman, Charlie Mulcahy, Business Manager, Local 66, and I also rise in support of this resolution.

And as a per capita tax committee member, like the other members have told you, we came to those meetings with really no preconceived recommendations or ideas of what we were going to propose to this body.

I can tell you there was very, very lively debate at the committee meetings, probably twice as many meetings that we had as opposed to those that were scheduled. You know, and having had a thorough opportunity at those committee
1 meetings to examine the books, go through
2 all of the data, all of the information, I
3 also believe that this proposal is very
4 reasonable.
5
6 You know, it is not any
7 different than how you would operate at a
8 local union. Like our members would at the
9 local level, we want our International to
10 do more and deliver more services to our
11 areas. You know, it is a -- again, no
12 different than how your local works.
13
14 If your expenses exceed revenue,
15 what do you have to do? You either have to
16 raise revenue or reduce services. I don't
17 believe that this is the time that we want
18 our International to start reducing
19 services.
20
21 Going back to this combination
22 of raising the per capita and the work
23 assessment. That concept came after our
24 fourth or fifth meeting, and, again, we
25 continued to work on it. And the idea
26 behind that was so that when we have
27 members that are unemployed, yeah, they
will pay more per capita only when they are working, which we think is fair not only for our unemployed members but it also helps us in our right to work states, which we think is important.

So, again, as a committee member, as the manager of Local 66, I am supporting this resolution. Thank you.

GENERAL PRESIDENT SULLIVAN: Charlie, I want to make this very clear. That is not a work assessment. It is a per capita increase on the cents per hour, which means by the Constitution, if adopted, it is automatic on top of the dues structure as per the current Constitution.

And the minimum requirements of dues within the local union.

Bob, I will have to hold off on you. You already spoke to the issue once and until everyone else has an opportunity, by the rules of the convention, I have to give them the first opportunity.

So microphone No. 6.

DELEGATE JAMES JACKSON (Local 30):
General President, General Secretary-Treasurer, a member of the Blame It on the Per Capita Tax Committee.

First, I would like to thank the floor for not delaying this until tomorrow to distribute those numbers. As a Committee member, we have seen those numbers upside down, backwards, frontwards, every way you can look at them, and the bottom line is the bottom line. We need the money.

When we were in, I believe it was Philadelphia last year, and we are talking, we distributed a survey. There was a survey on mergers, takeovers, whichever way you want to talk about it. I look at it this way, we need the money to survive. We have to organize. We have to protect our jurisdiction. In order to do that, you have to invest in yourself, to keep strong. When I am looking at those mergers, I was looking at the fact who do we want to come into our house, who do we want to join us. But if we don't protect
ourselves, if we don't protect ourselves, it won't be who is coming into our house. It is going to be, who is going to take us over, if we survive at all.

This is very important to protect ourselves, to continue to give ourselves the ability to organize, organize, organize, because that is what we are supposed to be about.

I am in full favor of this recommendation.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 2.

DELEGATE TOM MORAN (Local 25):

Mr. Chairman, General Secretary-Treasurer, I don't have a problem in an increase in per capita tax. What I need to know is, the definite date when this money will be due into the International. And my suggestion would be that it would be done quarterly and paid the next month, and I will tell you why. Local 25 funds are based on and received the 20th day of the
preceding month. For an example, January's money isn't due into the hall until February 20th. And by the time you break that out, you know, you got another week or two in there.

So I just think there is a problem with the time lag in here, and I don't want to see any local union get jammed up on this thing and not have the money into the International on the due day. If we can leave here with a firm date other than the 15th day of the preceding month. I think the 15th day is a problem for me.

GENERAL PRESIDENT SULLIVAN: It actually is two months, but what we talked about, but there is -- there are some specific problems, and I hear what you are saying, and I believe that if you would allow the General Executive Council to consider what you are saying, we will -- it is not the intent of this change in the constitution, because we know it is a major change and it is a lot different than we
have done in the past. It is not the
intent to put the burden on the local
unions on being able to pay the per capita,
and I think that your recommendation, if
you are making that as a recommendation to
the General Executive Council, I tell you
that I trust that it will be very, very --
considered very, very highly.

Microphone No. 2, please.

DELEGATE TOM MORAN (Local 25): I
would like an opinion from the General
Executive Council. I know they meet daily
here, and like I say, I support the
increase, but I just need to know.

GENERAL PRESIDENT SULLIVAN: I think
we can work that out. I feel assured we
will be able to work out the problem.

DELEGATE TOM MORAN (Local 25): Thank
you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 6, Louie, you talked on the
question.

DELEGATE LOUIE PETRICCA (Local 285):
No, I haven't.
GENERAL PRESIDENT SULLIVAN: You were on the motion, on the original.

Thank you. Go ahead.

DELEGATE LOUIE PETRICCA (Local 285):

From what I get from this convention and from the previous convention, in organizing, in the spirit of organizing, we are trying to organize. We want to gain membership, and I compared this to a person selling their wares in a store, you are not going to get more people coming into your store if you increase your prices. And the same thing with this, we are not going to organize more, if we increase your prices. I went after a sector that I succeeded in getting, but I was competing with $22 dues. Okay. These are dues that the locals charge. These are the people I have to compete in order to organize. Okay. How can we get more organizing done if we increase the prices? I don't understand.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 2.

DELEGATE REGGIE HOKENBERGER (Local
I rise in support of the motion. I was also put on the Per Capita Tax Committee, and I remember when General President called me and said he had appointed me to that, I had to ask him what I did wrong. It was not going to be a very popular committee. But I worked all the meetings we had. It was a very diverse group of people from locals from all over the country, United States and Canada. And other members of Per Capital Committee said, you couldn't have been thin skinned in there, because it was a very tough meeting and very strong opinions on which way to go with this thing. And the bottom line was, we didn't want to hurt the guy that was laid off. The guy that was working we thought could afford to pay the dues.

The other thing we talked in Chicago was, this is probably by far, I don't know any other union that is the most aggressive out there. We are also not one of the bigger players. The smaller you
are, the more expensive it is to compete.
And that is what this is all about, too.
We are not as big as the carpenters. We
are not as big as the electricians. And I
will tell you, I will put all of our
programs against any of those bigger trade
unions.

With that said, with all the
services out there the IA is providing,
like James say, we need the money or we
draw back services. So with that, I would
urge this body to pass this recommendation.
I will tell you when I was there, we seen
every bill. Everything was shared with us.
Every bill, every document. Right down to
Tom Kelly's dry cleaning bill. But I will
tell you, it was a good committee, and I
would hope everybody would vote for it.

GENERAL PRESIDENT SULLIVAN:
Microphone No. 6.

DELEGATE RICHARD OSLAND (Local 66):
Thank you, Mr. Chairman.

I rose up not to speak in favor
or against this amendment, but rather to
make a few points on it and a couple issues regarding the controller's statement. A somewhat disturbing trend, the administrative costs for the period ending 1998, they average somewhat close to $3.5 million a year. For the last period ending 2003, they averaged $7 million a year. The projected expenditure for administrative costs is $11 million per year. I didn't hear an explanation of that.

Also, I saw a very large spike in expenses.

GENERAL PRESIDENT SULLIVAN: Would you like for me to address the first one before you move to the second one?

DELEGATE RICHARD OSLAND (Local 66): Let me finish and you can direct --

GENERAL PRESIDENT SULLIVAN: I am going to have to write them down, then.

DELEGATE RICHARD OSLAND (Local 66): Okay. I didn't hear an explanation, the large spike in the expenses of 2002, which struck me as very significant.
Our last per capita increase was about 62 percent. It was very significant, but, obviously, it was spread over a lot of years. This increase, I did a little math and figuring at 1600 hours per year is about a 45 percent increase.

Now, I feel it is unlikely that our members are going to see that kind of an increase in their wages over the next five years. And I just want to remind everybody, the future of this Association isn't just a matter how much dues the members pay.

The future is how many members we are going to have, how many members we can retain in right-to-work or right-to-starve states, as I like to call them, and how many members we are going to be able to organize. I'm not against this increase, but I want it to work. I want it to work for this Association, for our current members, and for all our future members. And I am concerned about that.

Thank you.
GENERAL PRESIDENT SULLIVAN: Thank you.

(Applause.)

To answer your questions, the administrative costs that you saw the increase in, that is where the health fund comes -- the health benefits come into play. We have a joint health arrangement with ITI and Union SMOHIT and the National Pension Fund, and what they do is, we pay the premium in advance, and they then reimburse us. Because of the increase in health care costs, that's the reason that number has increased so substantially, because it has increased substantially.

As far as the members receiving a raise of that equivalent in the next five years, probably not, but would you say that it might happen with the last 11 years and the future five years? That's possible because that's 16 years for that to be able to have an opportunity to increase.

On the discussion on the right-to-work committee, or on the
right-to-work states, we had right-to-work
state business managers who are in
right-to-work states on both the
Constitution Committee, and also on the
committee that we have formed just for that
issue to address it on the Per Capita
Committee.

And I might have missed one, but
I didn't have an opportunity to hear it.

Microphone No. 5.

DELEGATE TODD BLAIR (Local 18): I
speak on behalf of Mark Norberg, my
Business Manager, who could not be here
today because of negotiations. Based upon
a motion on the floor at our August 2003
genral membership meeting, I rise not in
support of the per capita increase.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 6.

DELEGATE ANGELO BOZZATO (Local 285): I
rise in opposition to this motion. I also
speak for all of the residential sheet
metal workers in the Providence of Ontario
when I make these statements. I really
have a problem with the what I call the check-out system in here. Just for our local alone, based on its man-hours, that is in excess of $50,000 a year that our local will have to pay out. That is more than half of the salary of an organizer, an organizer that can be out there organizing companies, building our local and resulting in greater contributions to the International per capita. Not only that, our local has more than doubled its membership in the past few years. We have more than doubled our per capita contribution to this International, and that doubling per capita has resulted also from a reduction in our per capita because we are residential workers, so that is -- sometimes it is true that down is up, but in a lot of instances, less is more.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.
DELEGATE DAVID ZIMMERMANN (Local 36):
I spoke earlier this week in opposition to this consideration at this time before the Constitutional Committee, and I am so still today. I represent out-of-state areas where members have not received a raise in close to two years, have had to come up with money out of their pocket to pay for health insurance costs, and with the state of the National Pension Fund, it is going to be the same way for the next two years. And I would ask the least we could do is put this off a couple years until things turn around. And if we don't get the right change in November, it is going to be an even worse situation.

GENERAL PRESIDENT SULLIVAN:
Microphone No. 2.

DELEGATE RICHARD KNICE (Local 28): I stand to talk about what we have all been facing and talking about at this convention, the Bush administration since the year 2000. One of the things that I watched done to our country is that there
was a tax break given to the wealthiest Americans, and in doing that, the local governments and states governments are all faced with cutting services and raising their own taxes, where we are all cut and put in a much worse position than we were. I equate this situation to the same thing, that we have an International.

We need to show faith. You are asking for the money. It is a burden to all of us, but it is on a working assessment on those of us working. When I am working, I pay my taxes with a smile, happy to be working. We have a lot of work to do. When I hear innovative thoughts like mobilizing our organizing staff to be involved in this election, which is more important to us as a labor organization than anything I've faced in my lifetime, I say, let's support the motion and charge our International with getting things done and moving us forward to a more secure future.

Thank you.

GENERAL PRESIDENT SULLIVAN:
DELEGATE TONY BEHAN, JR. (Local 11):

I was also a member of the Per Capita Tax Committee. President Bush and his administration has declared war on all unions in the United States, not just ours. Now is not the time to be penny pinchers. It cost money to fight wars, and we are at war. I recommend support of the per capita tax increase.

GENERAL PRESIDENT SULLIVAN:

DELEGATE ROCKY PELLICCINO (Local 105):

Thank you, Mr. Chairman. Just for a point of clarification to Brother Maraccini, if I may say, is that I did attend that western states council meeting. As I sit on the PAL Committee meeting, at times we have our job to where we are not in the room. And when Brother Maraccini gave his report, I know he did give a thorough and an excellent report. I didn't hear all of it. And by saying that also, the only concern I have on this per capita tax increase, and
before I stand up to agree and vote for, is
that is on the check-off side. And when I
am saying on the check-off side, in regards
to Local 105, as aggressive as we are in
organizing campaigns, sad to say, some of
our newly signed contractors are having
problems paying the check-off and also
paying the money to our trust. So we, in
essence, got to go out there and, quote,
unquote, do the threats and use our
vehicles, through our trust fund attorneys,
to collect the moneys.

So I ask the question on the
check-off side on the two cent, one cent,
one cent, one cent, what would that be
equivalent to a hard number as we are doing
on the first year of $1.50?

GENERAL PRESIDENT SULLIVAN: Rocky,
that is a difficult question, but normally,
one cent is by the trust funds, has
amounted to $1 million. That's the normal
thing that we use in figuring that. So
that's what we would be looking at.

As far as the local union and
how they collect that one cent, that is up
to them, but it is a per capita, so,
therefore, it is added on to the dues.

DELEGATE ROCKY PELLIICCINO (Local 105):
So, in essence, sir, if the contractor is
delinquent, the local union is still
responsible by the hours reported?
GENERAL PRESIDENT SULLIVAN: No. No,
we wouldn't -- as far as under the
constitution, I believe we have an
amendment coming up a little later, that if
dues aren't paid current and a contractor
has held the check-off and they go on
strike, they are still eligible. Under the
law, you are not -- we wouldn't hold the
individual obligated nor would we be able
to hold the local union obligated.

DELEGATE ROCKY PELLIICCINO (Local 105):
Thank you.

GENERAL PRESIDENT SULLIVAN:
Microphone No. 2.

DELEGATE DAVE ROCHE (Local 40): I
rise in support. Being maybe on the
younger side of this issue, where I'm
probably going to pay into this more than anybody, with another 15 or 20 years left in my career as a sheet metal worker until I retire, if you don't start patching up the hole, it is going to get bigger.

My biggest fear would be that if we didn't make the increase today, how much of an increase it would be down the road. And I think the numbers could be a lot bigger. So the hole is getting bigger. It takes money to run a successful program.

And my New York people over here would know if you asked George Steinbrenner, if you got the money, you are successful. So I rise in support.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 3.

DELEGATE BRAD STEPHENS (Local 66): I support this. I do have one concern,

though. I wonder if, when I saw that the retirees -- my father was 38 years as a painter with Thinwood Dry, still a union member, but they give him a lifetime membership. And I have retirees, it
doesn't happen to be of the local, so
everything I have, I have gotten from the
SMWIA. So I think what I paid in to the
International over the years is a piddling
amount, so I support the increase. But I
have the potential of receiving more money
to pay this, but the retirees, I have
retirees who have been union members for
years and years, and they just can't pay
the 15 bucks. We charge 15. You get 12,
and we get a dollar. And they can't pay
it. I wonder why we can't have like a
lifetime membership.

GENERAL PRESIDENT SULLIVAN: To answer
your question so that you know, what we
have been doing, we have been doing some
additional things with retirees per capita.
For example, there is an organization out
there called AARP. We are not very much in
favor of AARP. We feel like they are just
an arm for the Republican party. There is
a new organization that has started, and we
have all of our retirees, we pay their
annual dues to this retirees group, and we
started doing that. And that was what --
we are not looking for additional moneys.
We are just trying to get to where we are.

Plus, we have, I believe the
number is 40,000 -- 40,000 members that are
retirees in this International, and whether
we like it or not, without their support,
we would be talking about a substantial
amount of more dollars than we currently
are. And I have talked about that as we
have gone around the country, about if we
are not careful, we will become a union of
retirees.

Microphone No. 4.

DELEGATE JOHN PARKERS (Local 435): I
support the resolution as written. My
concern, though, and I heard what you said
about giving the GEC some opportunities to
work out the actual collection. Just a
recommendation, with the inevitable
miscalculations that are going to occur, I
would find it useful in my local if the
International sent me their version of what
I owe each month and determined how you all
can best do that. I can collect -- I can compare it and I am offering that as a recommendation. I think it would work a lot better than us sending something in and you telling us it is wrong. Just a recommendation.

GENERAL PRESIDENT SULLIVAN: Thank you for your recommendation. We will take it under consideration. It is the first time I have ever been told that a local union trusts the International more than they trust themselves, but --

(Laughter.)

DELEGATE JOHN PARKER (Local 485): I'd compare it.

GENERAL PRESIDENT SULLIVAN: I appreciate it.

Microphone No. 5.

DELEGATE LARRY HARRIS (Local 270): I just wanted to stand up and say, let's get on with it and call for the question.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Larry, I would -- on this particular issue, I would
appreciate it if you would withdraw that
motion before it is seconded. Because I
feel like it is important enough that we
need to take the time to make sure everyone
has a right to their voice. And I think
that that would show that maybe we are not
as democratic as we should be.

Is that all right? Or do you
want to stick with your motion?

You have called for the
question.

You withdraw it. Thank you very
much.

Microphone No. 4.

DELEGATE PAUL DANIELS (Local 280): I
stand with my brothers in supporting of the
motion but with one cautionary note.

In the presentation on the
finances, it was stated that in 1998, the
salaries were 35.2 million, and in the year
'03, the salaries have increased to

44.2 million. $9 million represents
roughly a 25 percent increase in those five
years, and although the International may
have its formula how we base our salaries,
I assure you that if you approach the
average member in Canada and the United
States, we have achieved nowhere near those
increases, as much as I would like to think
so. So although I support the increase in
per capita, I caution to keep the members
active, we need to keep their morale up in
the fact that we are not exceeding the
expectations too far. And I hope that you
could just keep that in mind for future
increases.

GENERAL PRESIDENT SULLIVAN: Thank
you.

Microphone No. 2.

DELEGATE FRED BUCKHEIT (Local 28):
Mr. Chairman, I rise in support of the
motion to increase the per capita tax. We
have to keep our International strong to be
able to service the members of our country
and in Canada and especially with our
organizing efforts. Right now there are 83
subsidized organizers, and, of course, last
year I stated in the convention documents
that it was $3.5 million, just the 83 organizers.

The primary focus of the International and our unions is to organize the unorganized, and that is one of the main reasons and the only reason that we are here, is to regain market share. And, again, I rise in support of the motion.

Thank you.

GENERAL PRESIDENT SULLIVAN: I would like to -- the point your earlier speaker had made concerning the salary increases at that one particular time, when we came to that particular time, we were very much understaffed, and so we staffed back up. We raised our staff but not at the highest levels that it was previous to that time. And then we have now again gone back, decreased staff, but the numbers went up then because of -- that dramatic increase was based on increase in staff after the '99 convention.

Microphone No. 4.

DELEGATE SHAWN BOIVIN (Local 280):
Brother Sullivan, General Executive
Council, I rise in favor of this mainly
because Local 280 has benefited greatly and
other locals in the past years with
programs the International has brought
forth, and I would love to see them
continue and be expanded. Programs that
have come from the Department of Education
or organizing has helped us quite a bit in
our efforts up in British Columbia. We
don't have any problem paying this
increase, especially when we consider that
these things may expand.

Thank you.

GENERAL PRESIDENT SULLIVAN: Thank
you.

Microphone No. 5.

DELEGATE RICK BUCKHEIT (Local 28):
General President Sullivan, General
Executive Council, Secretary-Treasurer
Kelly, I rise in support of this amendment.
I have been out here for nine days. I am
on the Constitution Committee. I heard
reports from the Per Capita Tax Committee,
recommendations from the General Executive Council. I heard a report from our accountant Darcey, and it is my view that the International has done everything that they could in the last seven years to keep the cost down. There has been no per capita tax increase; there has been a reduction in staff. There comes in a time in every organization where you can do so much before you need more money.

Now, I like to watch my members' money as much as every delegate in this room. But, you know, I don't know about blood out of a turnip, but I was always told, you get what you pay for. If we are going to go ahead in the future in this organization, we have to have the money to do it. Nobody likes to ask for more money, but now is the time and place to do it. Because if we don't do it now, we won't have the time in the future to do it.

So I urge everybody to support this. We don't live in a bubble. We are no different than any other organization.
You know, you can't buy yesterday's bread -- today's bread on yesterday's prices, and I urge everybody to support this amendment. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you.

Microphone No. 4.

DELEGATE GREG MOONEY (Local 280): I speak in favor of the motion. And I would just like to say that we have seen more support from the International in the last few years than many years previously. Now is the time to keep our International strong, and I would like to commend the International on the creative way that it is asking for the funds in the cents per hour deduction. I think it would be a lot easier to accept from the members when some of them may not be working full time during the month.

So I speak in favor of the motion.

GENERAL PRESIDENT SULLIVAN: Thank
you.

Microphone No. 2.

DELEGATE ROY RINGWOOD (Local 105):

General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council and Delegates, I rise in support of this motion and would like to bring forward as a reminder to the delegates that if you consider inflation over the ten-year period, and then the following five-year period projecting forward, over ten years compounded at a simple 3 percent would be a 35 percent loss in your base, and if you project that out another further five years without any revenue increases, that projects out to over 50 percent loss. And I can tell you that from the standpoint of Local 105, I know that our local union would not be able to sustain that type of losses, and I will reflect on that, and I would suggest that every delegate in the room reflect on that.

Thank you very much.

GENERAL PRESIDENT SULLIVAN: Roy,
would you introduce yourself.

DELEGATE ROY RINGWOOD (Local 105):

Beg your pardon. Roy Ringwood, Local Union 105.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 6.

DELEGATE JAMES BLACK (Local 33): This brings to mind a question that I never did get an answer to, and that question is, why is it everybody wants to go to heaven but ain't nobody wants to die?

(Appause.)

GENERAL PRESIDENT SULLIVAN: Thank you, Reverend Black.

Microphone No. 1. He is right about that.

DELEGATE ROCKY PELLICCINO (Local 105):

Thank you, Mr. Chairman, Rocky Pelliccino, Local 105, Los Angeles, Orange Inland. I stand and rise in support of this per capita tax increase. The question I do have, sir, though, is on the subsidized organizing where I saw went from $7 million to $16 million, can you share
with the body, in essence, what the IA pays
back to the respective local in the form of
subsidy.

Second, with this per capita tax
increase, are we entering where we could
possibly subsidize more than one to the
home local?

GENERAL PRESIDENT SULLIVAN: I want to
make sure I got the numbers right. When
you saw those numbers, you saw them, they
were combined for periods of time. I
mean --

DELEGATE ROCKY PELLICCINO (Local 105):
I saw $7.9 in 1998, and I saw $16.5 million
in the year 2003.

GENERAL PRESIDENT SULLIVAN: In which
year?

DELEGATE ROCKY PELLICCINO (Local 105):
2003.

GENERAL PRESIDENT SULLIVAN: Have you
got the paper? Because that is incorrect.
There has to be something else in there. I
am not saying that you are not correct.

What we pay in subsidies every
year to local unions is about 4 -- a little over $4 million. It is a little bit over $3 million, but we are projecting it to be $4 million.

And what is the number he saw? Those were total numbers, Rocky. Is that correct? For the five-year period, so for the previous five years from '93 -- in '98 we were paying $7.9 in five years, and in 2003, we project paying, if the number is at 3 percent, we would be paying $16.5 in the next five years.

DELEGATE ROCKY PELLIICCINO (Local 105):
Okay. I stand to be corrected.

GENERAL PRESIDENT SULLIVAN: I'm sorry. That is what we paid from '98 to 2003.

DELEGATE ROCKY PELLIICCINO (Local 105):
From $7.9 to $16.5?

GENERAL PRESIDENT SULLIVAN: Yeah.

They are right, from '93 -- we did not start it in '93, but in that period when we started the subsidized organizers, from that period from '93 to '98, we paid
$7.9 in subsidized organizers. From '98 to 2003, we paid $16.5 to subsidized organizers.

DELEGATE ROCKY PELLICCINO (Local 105): That's correct. In that form of subsidy, sir, what do you reimburse back to the local union? Is it 50 percent of wages?

GENERAL PRESIDENT SULLIVAN: Yes. And benefits.

DELEGATE ROCKY PELLICCINO (Local 105): Oh, and benefits.

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE ROCKY PELLICCINO (Local 105): 50 percent of the total benefit package?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE ROCKY PELLICCINO (Local 105): And it is only one subsidized organizer per local?

GENERAL PRESIDENT SULLIVAN: Currently. We do have some where we have 20, where we have granted it because of financial reasons.

DELEGATE ROCKY PELLICCINO (Local 105): I was asking to stand and rise in support
of the IA to take into consideration to a
home local, if you can show to see that
they need two subsidized organizers, that
the IA would look at it and you would grant
their wishes.

GENERAL PRESIDENT SULLIVAN: We do do
that, and we will be having a
constitutional amendment that will be
coming from the Production Committee
concerning just that precise issue.

Microphone No. 2, please.

DELEGATE STEVE DODD (Local 137):

General President Sullivan, Steve Dodd,
Sheet Metal Workers' Local 137.

I do stand here in support of
this per capita increase, and I do want to
tell you, though, that I hope there is a
way that we can take a portion of this
money and fight our newest problem besides
the non-union, which is the carpenters'
organization.

GENERAL PRESIDENT SULLIVAN:
Absolutely.

(Appplause.)
GENERAL PRESIDENT SULLIVAN:

Microphone No. 6.

DELEGATE BRIAN SUMMERS (Local 9):

Mr. Chairman, thank you. This is Brian Summers, Local 9, Business Rep, Southern Colorado.

I stand in support of this resolution. In our own local union, we took the attitude we had to hit this problem head on, and since we have done that, we have put close to $0.75 into our youth-to-youth program, and we got that thing up and running.

We also put close to $0.75 into our jobs program for our market recovery. Currently, we pay $1.80 an hour working assessments, over and above our dues, and we have hit this thing head on. We are not giving up. We are going to continue to hit it head on at whatever it takes.

We went from $2.12 prior to the Bush administration in our health and welfare to $5 an hour currently into our health and welfare. I don't know how this
International has paid health benefits without doing this sooner. I don't know what is keeping that going. We have seen a tremendous impact on our health programs, so we are trying not to cut benefits just as they should not have to cut benefits and I support that.

Some of the programs that they have come up with in the last ten years are phenomenal, the subsidized organizers, the Department of Education coming in and teaching us about COMET training and things like that, who stole our cheese. We don't want to lose site of those programs either. They have been very beneficial to our local union, so I do support this measure. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you. Seeing no one else at the -- take that back. Microphone No. 2. No. 2, Alan, because you have already spoken.

DELEGATE MIKE JESKE (Local 15):

General President Sullivan, General Secretary-Treasurer Kelly, members of the
General Executive Council, delegates and guests. My name is Mike Jeske, Business Manager, Financial Secretary of Local 15, Central Florida, and also the Secretary-Treasurer of the Southeast District Council.

I rise in support of this increase. I also served on the Per Capita Tax Committee and can attest that the numbers were thoroughly reviewed by some serious-minded business managers from around the country.

Aside from just the importance generally of continuing our organizing efforts, I would emphasize two points, both of which were mentioned already here today. The comments that were made earlier by General President Sullivan regarding the looming threat of multinational corporations and the threat that that poses to our members.

In order to combat this threat, it takes a substantial financial war chest. That is number one.
The second thing that I would emphasize is to add to the comments that my fellow per capita tax committee member James Jackson raised earlier, and that is the potential of Building Trades International Unions in the next decade failing to the point of needing to be absorbed by the International Unions.

And for me this is about whether or not our International Union is going to be one of the building trades unions that is going to be in a position to be absorbed, or are we going to be an international union that is strong and in a position to absorb those that become weaker.

I rise in support of this increase. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you. Alan, Microphone No. 6.


You know, nobody likes paying taxes, but I think it was Oliver Wendell
Holmes who said, "Taxes are the price we pay for living in a civilized society."

And we heard earlier that we should do more with less. Isn't that Reaganomicrophones? I don't think there is many people in this room that believe in Reaganomicrophones. It was Arthur Laffer, Reagan's chief economist, who created the Laffer curve, the theory that you tax less and you get more. It is absurd. Nobody believes that.

But it is true, that you can do more with less, but I submit to you, Mr. Chairman, it is only true in the singular fields of art and high fashion. Everywhere else, you do more with more and less with less. The math is not hard.

So, again, I rise in support of this motion. We need the money. Let's get to it.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Seeing no more speakers at the microphone, I will now call on the question.
Those in favor of the committee's recommendation, which is to increase the per capita tax, as has been printed in the blue booklet, Constitutional Amendments, kindly signify by saying aye.

(Chorus of ayes.)

Opposed?

(Chorus of nays.)

The ayes have it.

(Applause.)

GENERAL PRESIDENT SULLIVAN: I want to say to you that Secretary-Treasurer Kelly and myself will be good stewards with the money that you have appropriated today. We will fight to keep this International strong. We will fight for our jurisdiction. We will fight for organizing the unorganized, and we will defend our members everywhere. We have not taken this lightly. I know it is a burden, but we will be good stewards, be rest assured and thank you.

(Applause.)

COMMITTEE SECRETARY SANDBERG: The
next GEC constitutional amendment to be addressed is No. 31 in your blue book. It is Article 10, Section 2(g). I would like to say that the committee has modified the amendment from what is exactly in your book, so please follow along, and the change will be when they get down to the way the dues are paid and we are deleting the reference to paying dues quarterly for retirees.

So amend the fourth and seventh lines by deleting thirteen dollars ($13.00), and substituting fourteen dollars, ($14.00) effective January 1, 2005, and fifteen dollars ($15.00) effective January 1, 2007.

And amend the fourth and fifth lines by deleting twenty dollars ($20.00) and substituting twenty-two dollars ($22.00), so that paragraph 8 will read as follows: Notwithstanding any other provisions of this Section, (a), retired members who are not eligible for or do not request limited membership shall pay dues
at the rate their local union may establish but in no event less than fourteen dollars ($14.00), effective January 1, 2005, fifteen dollars ($15.00), effective January 1, 2007, or greater than twenty-two dollars, ($22.00) per month which includes full per capita tax and (b) disabled members shall pay dues at the rate their local union may establish for such status but in no event less than fourteen dollars ($14.00), effective January 1, 2005, and fifteen dollars ($15.00) effective January 1, 2007, per month, which includes full per capita tax. The appropriate per capita tax for retired and disabled members shall be that established for production worker members.

The dollars figures correspond with per capita increases in the previous amendment.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee’s report.

COMMITTEE CHAIRPERSON WORD: I second
the adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's recommendation. Basically, what the recommendation is, is that we adopt what we -- or we add to the Constitution previously what was adopted except for one change, the amount of twenty dollars ($20.00) will go to twenty-two dollars ($22.00) for the maximum dues.

Are there any questions?

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):
Brother Sullivan, this is Jim Paquette, Local 280. I just have a question.

I believe it is the fourth line up from the bottom, will the dollar be $15.00 in brackets? It is written out as fifteen dollars, but there is no numerical number beside that.

GENERAL PRESIDENT SULLIVAN: In the resolution that we are looking at, it is in there.

DELEGATE JIM PAQUETTE (Local 280):
Okay. It is not in book, so I am just
asking.

GENERAL PRESIDENT SULLIVAN: Yes, it will be, and what we will do is we will correct -- we will have a resolution at the end of the Convention to be able to do those types of things so we are not spelling things wrong or just because they were submitted wrong.

Any other speakers? All in favor of the committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: The next amendment would be Amendment No. 62 in your blue book, Article 23, Section 2(c).

Amend by deleting the phrase "in the amount of twelve dollars and twenty-five cents ($12.25)" so that the section will read as follows:

All monies paid by the apprentice members, except for a monthly
international per capita tax and a local
working assessment, if any, shall be
credited to his initiation fee unless that
fee is paid in full before the apprentice
member completes his apprenticeship, in
which case such monies shall be treated as
union dues.

The rationale behind this is
since all per capita is set forth by the
classification in Article 10, Section 2(h),
there is no need to repeat the per capita
for apprentice members in this section.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the adoption.

GENERAL PRESIDENT SULLIVAN: You have
heard the committee's report. Any
speaking?

Seeing none, all in favor of the
committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed?
(No response.)

So ordered.

COMMITTEE SECRETARY SANDBERG:
Chairman Sullivan, that concludes the partial report of the Constitution Committee.

GENERAL PRESIDENT SULLIVAN: Thank you very much.

Well, what we currently are going to do is -- I want to make sure that you understand that we will be back here at 1:30 this afternoon.

Secretary-Treasurer Kelly will be making some announcements, and then we are going to take the photo again, right now. As soon as Secretary-Treasurer Kelly finishes with his announcements, we will take the photo again and then we will return at 1:30.

GENERAL SECRETARY-TREASURER KELLY:
Thank you, Mr. Chairman. The buses will leave from the 8th Street side at 5:30 for Navy Pier tonight.

The green delegate compensation
cards are to be given to the Compensation Committee on Friday when you receive your compensation check. The location where the checks will be distributed will be announced later.

And if anyone lost a silver bracelet at last night's reception, please see Diane Ferguson.

Thank you, Mr. Chairman. That concludes all of the announcements.

GENERAL PRESIDENT SULLIVAN: Would everybody stay seated until we get the chairs up here. If you will please stay seated.

Would the retired general vice presidents please come to the podium. All retired general vice presidents, please come to the podium.

(41st General Convention picture re-taken.)

(At 12 noon, the Convention recessed, to reconvene at 1:30 p.m. ...)
Tuesday, August 24, 2004

AFTERNOON SESSION

The Convention reconvened at 1:30 p.m., President Sullivan presiding.

GENERAL PRESIDENT SULLIVAN: Can the delegates please take their seats. The delegates please take their seats.

Good afternoon. Can we get everyone to take their seats, please. We have a very lengthy agenda today. If we are going to get done and get to the party, we need to take care of quite a bit of business. So I would now ask the Escort Committee to bring President Joe Hunt of the Iron Workers forward, please.

Let's give Joe a nice round of applause.

(Standing ovation.)

I would like to tell you, it is my great pleasure to introduce a really good friend and good man, who is not just a partner of mine in the Building Trades Executive Council but a close and dear friend. We shared the same building and
we've worked very closely together. We have been having some meetings to try to put our differences behind us and try to move forward, and I have to tell you, his word is his bond, and he has been terrific with working with us.

As a third generation ironworker, he rose through the ranks and served as business manager of Iron Workers Local 396 in St. Louis, Missouri. In 1983 he became a general organizer and then assistant to the Director of Jurisdiction and then General Treasurer. He was called home from Washington to serve as President of the Iron Workers District Council of St. Louis and then became General Vice President in 1994. In 1998, he was appointed General Treasurer, and in 2001 he was elected by the members of his union to serve as their General President.

When he is not busy working, Joe spends his time -- which is not often -- Joe spends his time with family and serving his community. While in St. Louis, he
served as the Executive Board Member of the
St. Louis Ambassadors and as a Commissioner
of the Lambert St. Louis International
Airport. He currently serves as a board
member of the Maria Droste home, is a
caretaker of the Arch Mutual Fund and a board
member of Firmco.

He was appointed to Pride, a
local labor management coalition, and
serves as a member of the Missouri Atomic Microphone
Energy Commission.

My fellow Sheet Metal Workers,

let us give our dear friend a big welcome
to a great leader and friend to each and
every one of us here today. Let's welcome
Iron Workers General President, Joseph J.
Hunt.

(Standing ovation).

IRON WORKERS INTERNATIONAL PRESIDENT
HUNT: I want to thank you all for that
very, very warm welcome. Thank you. I am
pleased to be here today, as I am sure you
must be. This convention represents an
opportunity for all of us to come together
for some good old fashioned fellowship and
elect our leaders and your leaders for the
next five years. It is also a time to
share ideas and renew your commitment to
your great union and to the labor movement
as a whole.

I want to thank again General
President Sullivan, General Secretary Kelly
for allowing me to share your hospitality
here at the Hilton Hotel.

There are many of you in this
room that I have come to know over the
years in particular, an individual that I
will miss, who I worked with very close in
St. Louis, your former vice president, Mel
Zimmermann. We worked together. We
pounded the streets for many, many years.
He was a wonderful trade unionist but you
can be proud. St. Louis Sheet Metal
Workers is still represented and in the
capable hands of a Zimmermann, David.
David, I hope you are doing well.

(Applause.)

I want to take this opportunity
to tell you publicly how much respect and regard I have for your General President Mike Sullivan. Mike is a labor leader of solid integrity and remarkable strength of character. You can be proud to call him your President and your friend.

Your union is in good hands. I cannot ask for a colleague with more resolve and more determination or with higher ideals than Mike Sullivan. I take great pride in working with him. Mike shares with me a belief in the absolute importance of organizing as the key to the survival of the trade union movement in North America.

He understands that a union, even one as strong as your International, can never let up the struggle to organize every trades person in your industry, because the nonunion sector will never let up its efforts to try to destroy us.

Organizing is essential to the survival of the trade union unionism as we know it today. Organizing creates jobs and
organizing sustains our strength and serves as most powerful tool for growth. That's why employers are so afraid that building trades' determination to organize. They know and we know that organizing really means empowering workers, giving them protection and representation they deserve against the abuses of companies who see workers as nothing more than just another expendable resource to cast aside when they've outlived their usefulness. That is why union halls must continue to open their doors, not just to those who possess the same skills as we do, but to those with lesser skills than us.

(Applause.)

And once they're in, give them the training they need to be good, productive workers. Then they become empowered. Build better rights for themselves and for their families and at the same time, union members must open their arms to those skilled trade people that have not had the benefit of union
These workers, too, deserve the rights and protection that unions can provide. And in the process, these crafts people will also be given a voice that they have never had before. This, too, is a kind of empowerment. Organizing the unorganized. Strength and nonunion market. That is exactly what is happening right now throughout the building trades all across North America. I have been saying for quite some time we must rebuild the labor movement now, today. There is no tomorrow. We must make our local unions stronger and we must make our international unions stronger and the reason we must do that, we must do that so that we can put some more responsibility back into corporate America and back into the souls of our elected officials.

(Applause.)

So over the next five, ten, fifteen years, the building trades will be restored to its rightful place as the
dominant force in our industry, the place we held for so many generations. We must do this before the anti-worker union -- anti-union government and the hostile employers unleash a war against unions. And as sure as I am standing here today, that is exactly what will be happening in the next few years unless we in organized labor regain our position in society. If we cannot do that, if we cannot achieve that, we will have major labor management conflicts as we go forward.

I assure you, while many of these anti-labor organizations try to take us on, they cannot defeat us.

In fact, I can already see the pendulum swinging in our favor. A lot of people may think of us as being overly optimistic. Nonsignatory contractors think it is downright ridiculous, but let them laugh. They won't be laughing for long. Your hard work in organizing is already paying off. We are holding our own and in some sectors, actually growing. The
programs, like COMET and multicraft organizing and your renewed organizing efforts, we are definitely coming into our own. We are emerging again as a force to be reckoned with and sheet metal, in my mind, is a prime example of trade unionism at its best.

(Applause.)

Renewed, reenergized but committed to the fundamental ideas and lessons of labor's proud past. These are the ideals that help us build the power over the past century the lessons that made us strong and they will continue to help us grow strong into the next century. Your International stands as grand testimony to that. Your current organizing campaign is proving to be a huge success.

And a success that has been built upon a century of union pride and struggle. Your ranks are on the rise, and in today's market, that is true entertainment to feel good about each and every member of your International should
feel especially proud and gratified. They said it couldn't be done. They said that the days of union strength were over, that organized labor was a dinosaur that should go the way of all dinosaurs, straight into extinction. Well, look around you here today. Look at yourself. Do we look like we are on the brink of extinction? Do we feel like we are on the brink of extinction? I don't think so.

In fact, just the opposite. We are alive and we are well, and we are growing stronger every day. Each and every member of the building trades should feel that energy and strength because it is real and it is here to stay as we go forward. Let us not forget for a single day that in organized labor a success for one is a success for all of us. When your union grows or when your members use the training provided to them to prove that they can do the job better than the nonunion sector, then the iron worker grows stronger. And when the iron worker signs a new contractor
or exercises their rights to shareholders, to proxy voting, your union was made stronger along with ours. Our trades are linked.

As union brothers and sisters in the building trades, believe it or not, we are connected. One for all and all for one, which brings me to my final point that I would like to make today. I have said this many times before, and I am sure I will say it many times in the future in the years ahead. And it is also a message that I want to convey to you on behalf of all Iron Worker officers and members. It is perhaps the most important thing you can take from my remarks to you today.

Quite simply, I want to tell you this, every member of the Iron Workers, from our general officers to our first year apprentices, is proud to call the membership of the Sheet Metal Union our friends and our allies.

(Applause.)

You are brothers and sisters in
the crusade to protect and restore the
dignity of working families' lives. We are
proud to stand shoulder to shoulder with
you, cheering on your successes, ready to
lend a hand if you should ever call on us.

From all of us at the
Ironworkers, I bring you our best wishes
for a very productive and successful
convention for my good friend, Mike
Sullivan, and my own personal wishes for
your health, your happiness, and all of
your achievements through life.
As we approach Labor Day, which
is less than two weeks away, let us not
forget the words of President Franklin
Roosevelt as he addressed the Teamsters'
Convention in 1940, and I quote, "It is one
of the characteristics of a free and
democratic nation that it have free and
independent labor unions."

He was right then and is right
today and we all know we need that tomorrow
as we move forward.

(Applause.)
And, again, my thanks to your fine officers, to all of you here on behalf of representing your local unions. I thank you for allowing me the opportunity to address you this afternoon. God bless all of you and thank you.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:

Joe, you can see by the room here that Mike and I have decided it should be decorated with all of the work that our members do, the car, the arches from your city in St. Louis, the train from Local 12 in Pittsburgh, and we have plaques from each of our locals from the East Coast to the West Coast on the front of the dais here, all installed by Local 73, Chicago, and the ductwork with all of the writing on it.

And rather than give the traditional convention gifts, we wanted something our members would fabricate. We have this box for you, Joseph J. Hunt, General President Ironworkers, fabricated by Local 104, San Francisco, California.
IRONWORKERS GENERAL PRESIDENT HUNT:

Thank you. I don't know if I will get this through the metal detector or not. This is beautiful. Thank you.

GENERAL SECRETARY-TREASURER KELLY: We don't want you putting any of your rusty old wrenches in there.

GENERAL PRESIDENT SULLIVAN: Are you ready? Will the Escort Committee please bring forward the Governor of the State of Illinois, Rod Blagojevich.

(Standing ovation.)

TEMPORARY CHAIRPERSON KARCZYNSKI: Our next speaker is a leader whose vision for the State of Illinois is driven by his fundamental belief in the promise of the American Dream and by his courage to make it happen.

Governor Rod Blagojevich is living proof that the American Dream still exists today. Born on the northwest side of Chicago, he comes from an immigrant family that knew the true value of hard work. His father, a former prisoner of war
during World War II, came to this country penniless. He and the governor's mother worked hard and saved to send both of their children to college.

The value of hard work was not lost on their children. As a child, Rod Blagojevich shined shoes, delivered pizza, worked in a meat packing plant, and worked on the Alaskan Pipeline to earn money for college and law school.

As a congressman from Illinois, he secured funding for Illinois' public schools and was a leading advocate for the Patients' Bill of Rights. As governor, he has committed himself to creating more opportunities and better futures for the families across Illinois.

And as a former Golden Gloves boxer, he does not back down from a fight. After a year of trying to secure cooperation from the Bush administration on affordable drug coverage for the citizens of Illinois, Governor Blagojevich announced last Monday that the State of Illinois will
go ahead on its own and become the first
state in the nation to allow residents to
purchase lower prescription drugs from
Canada, Ireland, and England.

(Applause.)

Illinois' seniors will now be able to afford prescription drugs at prices that are as much as 80 percent lower than those available in the United States. If it was not for the war in Afghanistan and Iraq, healthcare costs and prescription drug costs would be one of the number one issues in this country.

It took someone with guts and courage to stand up to the White House on this issue. I am proud to introduce that man today. Governor Blagojevich is a good friend of the sheet metal workers, and I like him because his name is harder to spell than mine.

Brothers and sisters, let's give a hearty welcome to Illinois Governor Rod Blagojevich.

(Standing ovation.)
GOVERNOR BLAGOJEVICH: Thank you so much. Thank you very much. Thank you so much for that wonderful introduction, Stan Karczynski, so good to see you again.

General President Sullivan, it is Blagojevich. If you can say Karczynski, you can probably say Blagojevich, but, don't worry, that is how I got elected, people mispronouncing my name.

Only in America can a guy with a name like mine be elected to a position like this, and if you think about where our state is going, imagine our next United States senator. His first and last name are hard to pronounce, Barack Obama.

So we are changing the face of politics in America right here in the heartland with hard to pronounce and funny last names, but that is really what America is all about. It is a place that attracts people from all around the world because here in America, you can come and you can be free and you can find work and you can find work that pays well, provides
benefits, and gives you a chance to get ahead.

And America is that place because of all of you in this room and your brothers and sisters in the labor movement in this generation and in generations that preceded you. If it was not for a strong labor movement, this country would not be the place it is, and America would not be a place where working men and women can work hard and know that they can get ahead and they can become members of the great middle class.

Let me again thank Michael Sullivan and also acknowledge Tom Kelly, the International Union Secretary-Treasurer. Stan Karczynski, thank you again for your friendship where ever you are. Stan, there you go. And thank you, Stan, for serving our country in the military.

For those of you who don't know, Stan Karczynski not only served with distinction but Stan was also airborne.
Good to see you. Airborne all the way.

George Slater, thank you for being here, Sheet Metal Council, 10th General Vice President, and from Rock Island, John Churuvia. It is good to see you. Thanks very much for coming to Chicago.

I have got a couple of quick words, and then I have to go back and work on some things that we are preparing to announce shortly here in Illinois which we think will help our state and help people across our state build better lives, but let me just say a couple of things.

We just got back from Boston the other day, a couple of weeks ago, the Democratic Convention, and I think those of you who watched that on television or those of you who participated, I think you know what is at stake this coming November. The values of our party -- I should say the values of the democratic party, I think, are values that make this great country of ours the place that it is.
I had a chance to actually be on the stage after John Kerry gave his speech. They invited all of the different governors and senators and members of Congress, and I had a chance to see some of my old friends. I spent six years as a United States congressman, and after John Kerry gave his speech and the balloons were falling, I had a chance to kind of slip out the back. And as I was leaving, I ran into General Wesley Clark.

I actually knew General Clark from the war in Yugoslavia back in 1999. Those of you may recall the war in Yugoslavia with Milosevich, the war of ethnic cleansing.

During that war, three U.S. servicemen were taken prisoner, and Reverend Jesse Jackson went to Yugoslavia to free them. Does anybody have a recollection of that? Show of hands.

(Showing of hands.) What you may not know because -- I love the Reverend, but he does not
exactly share the stage -- I was there with him. I was there because I speak the language. That is the place my father came from, and I got to know General Clark because he was the supreme commander of NATO conducting that war.

And as I was leaving, I said, "Hello, General Clark, good to see you. My name is Rod Blagojevich. I was a congressman, and I worked closely with you during the war in Kosovo. And General Clark said, "Oh, it is good to see you. Yes, of course. How are you?" And I said, "I am doing fine." I said, "You know, you have a lot of supporters in Illinois, General Clark. In fact, my successor in the Congress, Congressman Rahm Emanuel was a big supporter of yours and he speaks very highly of you. And the general said, "Oh, yes, that is nice. Congressman Emanuel is a great congressman. He is a good friend."

And then he asked me, "So what are you doing now?" I said, "Well, I am the governor of Illinois." And then I
said, "You would have known that, General, had you gotten Illinois."

(Applause.)

And maybe he would have gotten Illinois had he had the support of the Sheet Metal Workers' Union because I know you guys were up front and very early on supporting Senator Kerry, and so much of the success of those of us who are Democrats in the political arena, particularly in our primaries in our party, have a lot more to do with all of you and a lot less to do with us. The success that I have had, certainly in democratic primaries, for governor, for Congress, and for state representative before that, had everything to do with those people who supported me, and I think very little to do with me. And I had so much support from labor when I ran for governor, and I am so proud that we have been able to fight for the kinds of things that really help working people, members of labor unions, but working people
generally here in Illinois.

Stan referenced my background.

My parents were working people, my dad an immigrant who came here from Yugoslavia after World War II without a penny in his pocket. He did not speak a single word of English, but he came to America because he knew this was a place of freedom and opportunity, a place where you can get a job, and if you worked hard, you could build a better life for yourself and for your family.

My dad was a steel worker and a member of a labor union. Then he met my mother in the late 1940s, married her in 1950, and, fortunately for me, my mother was born here in the United States. Had she come from the "old country" like my dad, I think my first name, Michael Sullivan, would be as hard to pronounce as my last name.

But she had to work just like my dad, and my mother was a ticket agent for the Chicago Transit Authority, passing out
transfers at the subway stations, a member
of the Amalgamated Transit Union.

And my mother was, unlike my
father, someone who never used profanity.
Although when they went out on strike in
1982 and the Mayor of Chicago at that time
had replacement workers, the way my mother
said that word "scab," you sure would have
thought she was saying a swear word.

But I think about my mother and
father, who have since passed, I think
about them every single day in this job as
governor. I think about the policies that
I am pushing, the positions that I take,
the bills that I choose to sign or veto,
and I try to put it in the context of how
that would help them in their lives because
they were struggling to get ahead and build
a better life for their kids.

There is no way I would be
governor of Illinois if I did not have a
college education, and there is no way I
could have gone to college had it not been
for the hard work of my parents.
And they could not have afforded college if they did not have good wages with good benefits, and they could not have had those wages and benefits if it was not for the strong labor unions that they were members of.

(Applause.)

And so here in Illinois, I think we are doing well by working men and women. Just recently -- in fact, just yesterday, I sent a letter to the U.S. Labor Secretary, Ms. Chao, urging her to acknowledge the fact that in Illinois we saw what the Department of Labor was going to do when it came to classifying a certain group of workers and their rights to get overtime pay, and we saw that coming in the springtime.

We pushed legislation here in Illinois. We passed legislation here in Illinois, and the long and the short of that legislation is this, that overtime, as we define it in Illinois, today is the same as we defined it last spring and what the
Department of Labor is attempting to do on overtime will have no impact on Illinois. We are going to follow Illinois law, so that if the working man or woman --

(Applause.)

If a working man or woman decides to work overtime, they will get paid overtime pay. I was raised in a household that was familiar with the phrase "time and a half over 40 and double time on Sundays." That phrase and that reality sent me to college.

(Applause.)

We are not going to wait for the federal government to raise the minimum wage, so I am proud to say that in my first year as governor, we actually did that here in Illinois. If you work hard, you ought to get paid a decent wage. In Illinois, notwithstanding the Bush administration, we raised the minimum wage.

(Applause.)

We did something last year, in the year 2003, the beginning of the 21st
Century, what we probably should have done
in Illinois, in the Land of Lincoln, in the
beginning of the last century.

Something very basic, very
simple, and when I did it, I thought about
my mother, who was a working person all her
life.

A very simple idea. If you are
a woman and you do the same work as a man,
they ought to pay you the same as a man,
otherwise you are breaking the law. We
passed the Equal Pay Act in Illinois for
the first time in our state's history.

(Applause.)

Stan talked about the
prescription drug fight. Senior citizens
in Illinois, senior citizens I know all
across America, working people in Illinois,
working people I know all across America
are struggling with the high cost of their
medicine, and they know increasingly more
and more Americans are beginning to realize
that they can get the exact same medicine,
made by the exact same companies, in places
like Canada or in Great Britain or Ireland for half the price.

Why should American consumers have to pay high medicine prices and Europeans and Canadians pay less? We love our neighbors to the north, and I have a great deal of respect and admiration for them, so much so that we want to borrow what they are doing in Canada and we want to have access to their market so that senior citizens in Illinois and working people in Illinois can have a chance to go to Canada or Great Britain or Ireland and get the same medicines made by American companies but pay half the price.

I think it makes sense, and even though the Bush administration says you can't do it, as far as I am concerned, there is no law that says you can't. We are going to do what over a million Americans have been doing every year over the past ten years. We are going to Canada, and we are going to get medicine that is cheaper and just as safe for senior
citizens in Illinois and working people in Illinois.

(Applause.)

I want to thank you for giving me a chance to come by and say a few words. I want to thank all of you in the Sheet Metal Workers' Union for being in the front lines of the fight for working people, but I also want to thank you who are sheet metal workers for the work that you do.

If it was not for your hard work, we would not have air-conditioning, and today's temperature is just going to get higher and the humidity will probably get worse. And I think about how cool it is in my office. Not possible if it was not for the hard work of sheet metal workers.

Thank you for all you do for us making our quality of life better. You guys deserve a lot more credit than you get.

(Applause.)

I am going to close with a quick
little story about how great this country
is, and there isn't a day that goes by that
I don't get up every single day and pinch
myself for the opportunities that I have
been given in America.

I was not exactly a straight A
student. I went to public school. My
parents couldn't afford private school. My
parents didn't own a home. We lived in a
five-room apartment.

People have been mispronouncing
my name ever since I went to kindergarten.

(Laughter.)

But in spite of all of that,
this country has been good to me. I was a
congressman for six years, passed only one
bill. We aptly named that Post Office, got
the name right, and yet I am governor of
the fifth largest state in the country, a
state that is very much like America. Our
state is a microphonerocosm of the United States.

A state with the kind of
diversity we have here in Illinois is very
much like our country, and I have a chance
to get up every single morning and fight
for the kinds of things that I think are
right, the kinds of things that people
elected me to fight for and to do the best
job that I possibly can do. And I fear
nothing.

Why should anybody with a
background like mine, who is governor of a
state like this, not do the best he
possibly can do for the people he has been
chosen to serve.

And I pinch myself when I think
about the great experiences I have been
able to have. When I was a freshman
congressman in 1997, Bill Clinton came to
Chicago, and when you are a congressman and
the President of the United States comes
and visits and comes to your district, the
protocol is that you get to be invited and
spend some time with him.

So he came and gave a speech on
education at a school in my congressional
district, and I was there. I had a chance
to introduce him. I did. He got up, gave
a very good speech, and when it was over, he turned to me and said, "Now, Congressman, don't you have votes today in Washington D.C.?” And I said, "Well, as a matter of fact, I do, Mr. President."

He said, "How would you like a ride on Air Force One?" I hope I sound more like Clinton and less like Gore. I said, "I would love a ride on Air Force One."

I said, "I'd love a ride on Air Force One."

He said, "Well, come along."

And there I am with the most powerful man in the world in a limousine driving to the airport. And then we get to O'Hare Airport. They keep Air Force One in a separate facility away from commercial traffic, a big huge plane, magnificent. Never had a chance to get that close to it before. As we pull up, nobody is there except the media, the national media, the International media and the local media. No ordinary people there, just the media --
(Laughter.)

-- and a whole bunch of Secret Service. And as we get out of the limousine and we start walking towards the airplane, the President of the United States turns to me and he says,

"Congressman, if you want to make it on the evening news tonight, when you get to the top of the steps, turn around and wave."

(Laughter.)

I looked behind me. I didn't see anybody there. I said, "But, Mr. President, wave at who? There is nobody there."

And he said, "Don't you worry about that. You wave like you mean it, and you are going to make it on the evening news."

And so I do. Both he and I did. We waved at absolutely nobody, but sure enough, I made it on CBS, NBC, ABC and Fox.

(Applause).

I know now why the Republicans called him "Slick Willy."
(Laughter.)

And then we got on the plane and it was just as magnificent as you can imagine. And he is being just as nice as he can be. After the plane took off, the President said, "Well, I have to run to the front of the plane, Congressman. Make yourself at home. I am going to do some work. I will see you when the flight is over. Be sure to have a little lunch. They serve a real good lunch on this plane, and feel free to call anybody you want with that telephone. The Air Force One operator will connect you with anybody you want to talk to anywhere in the world."

And he left. And I had a couple of thoughts, number one, what a nice guy, the most powerful person in the United States. The President of the United States is the single most powerful person in the world, and he is being nice to me, a junior member of Congress in the minority party, a guy with a comfortable seat on the back bench in Congress.
Then I had another thought.

Sure, he is being nice to me, but he is being nice to me because we live in a great country with great institutions. Our democracy is strong. Even a Congressman in a minority party has a voice in how your tax money is spent, has a voice in the decisions that our government makes. And that, yes, the most powerful person in the world is the President of the United States, but he cannot govern without the consent of those in the Congress or without the consent of all of us, the citizens of our country.

After I had that somewhat lofty thought, I have to confess, I took him up on the lunch and telephone call. You should know, as taxpayers, I didn't call anybody outside of America.

(Laughter.)

But I got that Air Force operator to call everybody I knew in Chicago myself.

(Laughter.)
And we got my mother on the phone, and I said, "Momma, I am on Air Force One. Do you believe this?"

And I want to close by sharing with you what my mother didn't say to me when I told her that. She didn't say, "Oh my, son, how nice of President Clinton to give you a ride." She didn't say that.

She didn't say, "Oh, my son, what is that plane like? Like the movie?"

She didn't say that.

The only thing my mother said to me was this, she said, "Oh, son, don't you let him get you in trouble."

(Laughter.)

And a country that gives somebody like me a chance to be in that plane, any country that gives someone like me a chance to be governor of a great state like Illinois, any country that does that deserves the best from us, deserves the best from me. I will get up every single morning, never forgetting where I came from, always remembering the values my
parents taught me, always remembering that my father came to this country because it was a place where a working man or a working woman could get ahead and build a better life and give their kids a chance to reach and catch the American dream.

I want to thank you for being in the front lines of that fight. Let's get out there in November and let's win for the candidates that share our values.

Thank you very much.

(Standing ovation.)

TEMPORARY CHAIRPERSON KARCZYNSKI: At this time General President Sullivan and General Secretary-Treasurer would like to present you with a couple of gifts from the Sheet Metal Workers International Association.

SECRETARY TREASURER KELLY: As you can see by the decorations, which is a tribute to the skills of our members, this was made by Local 71 Buffalo, the St. Louis Arch, the plane back there from Local 7, in Michigan, the train from Local 12 in
Pittsburgh, the wall here is plaques of each of our locals, East Coast to West Coast, and all the copper was fabricated by Local 73, installed by Local 73 here in Chicago and the lettering done by Local 7 in New York.

Rather than give you tradition gifts and as I hear by your talk today that you do really value the skills of people that work hard, I want to let you know that this lamp was fabricated by Local 268, Southern Illinois.

Thank you very much.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Governor Blagojevich, if I see you somewhere, be rest assured we are not going to forget who you are. Thanks for being with us today.

Will the Escort Committee bring up J.B. Harris, our next speaker.

(Standing ovation.)

Our next speaker has a reputation in the legal world as a bare knuckles litigator who is not afraid to use
the law to effect social change.

J.B. Harris has been fighting for working people since the day he graduated from Emory Law School in 1985. He has a record of experience in almost every facet of law. He has tried cases in the realm of personal injury, medical malpractice, product liability, wrongful death, civil rights, RICO, environmental, employment discrimination and cases where he enforced the Americans with Disabilities Act.

J.B. has fought for and defended taxicab drivers looking for a voice at work Miami, Florida. As a matter of fact, he got so involved in their struggle that he organized and led a demonstration of cab drivers along Miami busy streets during rush hour in show of support for their right to form a union.

Harris joined the law firm of Motley Rice in April after nine years of heading his own law firm. Motley Rice is considered to be the best trial firm in the
country with a record of results for working people.

Thankfully, we have a litigator like J.B. on our side. He is a member of his firm's Silica Practice Group where he litigates on behalf of workers who suffer from the ill effects of asbestos and occupational diseases. He is currently involved in private party whistleblower cases, where he defends employees from retaliation when they blow the whistle on company misdeeds.

He is also an accomplished author on legal topics, having published dozens of articles and op-ed pieces in news outlets such as the Washington Post and the Miami Herald.

My fellow sheet metal workers, let's give a warm welcome to J.B. Harris. (Standing ovation.)

MR. J.B. HARRIS: Thank you. Thank you very much.

My name is J.B. Harris. I am a trial lawyer and it is an honor and
privilege to be here and stand before you
and follow the microphone speaker like the
Governor of Illinois. I would like to know
where he gets that hair from. I could sure
use some.

(Laughter.)

I also would like to thank the Escort Committee. I have never been
escorted into a room before. I have been thrown out of a couple places but never
brought into one in the royal fashion in which I just was. I particularly want to thank your great president, Michael Sullivan, for the invitation for our firm to appear before you. I met Michael a few months ago in Washington, D.C., and we had a talk. I told him what our practice groups were doing, and he invited us to attend. I would like to especially thank him and give him my best wishes for having me as a speaker.

I would like to thank Mr. Kelly, as well, Joe Nigro and Gary Batykefer, who all made it possible for me to be here
We are coming upon Labor Day in a couple of weeks, the national holiday that signifies two things. It marks the end of summer and, most importantly, it pays tribute to the contributions that millions of workers make to the strength and prosperity of our nation.

The origins of Labor Day probably can be traced to Canada where the first working man's march of any significance in North America occurred in 1872 in Toronto. Here in the United States, the roots of the holiday are traced right here in the Chicago area, to Kensington. It was here in 1893 the federal marshals crushed a railroad strike by firing on protestors and killing too many. The marshals were acting on orders of President Grover Cleveland, who took a lot of heat from the public for his actions.

To appease labor and because it was an election year, President Cleveland
signed a bill creating Labor Day in 1894.

Despite the gesture, it didn't do him any good. He lost the election.

Let's hope that in this election year when the sitting president hasn't given labor any holidays, but instead has taken away their overtime pay, let's hope that history repeats itself and that Mr. Bush loses the next election.

(Applause.)

Ever since then, on the first Monday of September we have been doing what AFL Chief Samuel Gompers once described. He called Labor Day a time for the, quote, the workers of our day not only to lay down their tools of labor for holiday but to touch shoulders and marching phalanx and feel the stronger for it.

As for me, the law firm of Motley Rice -- as for me and the law firm of Motley Rice, we are proud our legal team has been able to be associated with the fine people in the labor movement. We are proud that we have been able to work with
the Sheet Metal Workers International Association and to represent your interests for the past 20 years.

Winning justice for hard working people is foremost in our minds when we take an asbestos case to court. It's our top priority when we offer our expertise on workplace safety and it is our chief concern when we advise the SMWIA on issues that affect the lifelong health and welfare of your workers. Many people think the labor movement is about fighting for better wages and benefits. And it is, but as you know, the battle is more basic than that. Today and throughout history, unions have been fighting for their members' lives.

This afternoon, I would like to trace for you the outstanding record of labor's accomplishments in this regard, and I would like to share with you how the profession, Motley Rice in particular, has been partners with you this quest for a safe and decent place to work.

As you know, unions are not a
product of the industrial revolution or
even the 20th Century. Workers began
organizing as early as 800 years ago in
Germany where silver miners decided to ban
together to protect their health and to
protect their families if they die.

Eventually, an entire medical
specialty developed around the issues
of safety and good health in the
workplace. In the 17th century, Italian
physician, Dr. Bernadino Ramazzini, was
considered the father of occupational
medicine. He was the first to suggest that
when a doctor takes a medical history from
a patient, one of the questions should be,
what is your occupation.

Medicine, like jurisprudence, he
said, should make a contribution to the
well being of workers. Dr. Ramazzini lived
by his words. He didn't wait for patients
to come to him. He went in the workplace
and workshops and in the lead mines where
workers were practicing their trades and
documented the fact that the skin of the
miners in the lead mines was the same color as the lead they were mining. He observed that many became paralyzed from long exposure to the metal.

I wonder what Dr. Ramazzini would say today if he knew that 400 years later, people would still be fighting for protections from hazardous substances in the workplace.

Here in the United States, the industrial revolution created many new issues for employees seeking a safe place to work. Yet the labor movement still remained relatively small, and there was little public attention on the plight of the worker until the 20th Century. And then, in the first 11th years, two events occurred that sparked public outrage and eventually reforms.

The first event happened right here in Chicago. In 1904, a strike by workers in the meat packing industry was crushed. In response to that event, a writer and activist, Upton Sinclair, moved
to Chicago and immersed himself in the lives of workers. The result was his novel, The Jungle. He told in graphic detail the horrors of working conditions in meat packing plants. Sinclair's goal was to create public sympathy for the exploited workers. Instead his book aroused widespread concern about the safety of the meat supply in America. Sinclair ironically commented at the time, "I aimed at the public's heart and by accident, I hit it in the stomach."

It would be a few more years before the public really got hit in the heart and came to understand the plight of workers. And it would happen in the most tragic of circumstances.

In March 1911, 146 workers, most of them women, died in a fire at the Triangle Shirt Waist Factory in New York City. They were locked inside the workshops unable to escape the flames. The Triangle fire literally changed history. It was described by the Department of Labor
as a seminal event, as significant as the
Minutemen in Lexington and Concorde, as
John Brown in Harper's Ferry, as Rosa Parks
refusing to go to the back of the bus, and
Joan of Arc on the flaming stake.

There was so much public outrage
at the Triangle fire that true reform soon
followed. The first workers compensation
laws were passed and industrial fire safety
codes were instituted for the first time.

After that, union membership surged.
Attention continued to focus on the garment
industry for many years. Its workers were
victims of one of the great scourges of the

20th Century, the scourge of tuberculosis.
Workers breathe heavy sweatshop air for 16
hours a day and gradually it weakened their
lungs and the deadly disease took hold.

To take matters worse, TB is
contagious, so workers' families were
affected as well. In those days, workers
had a habit of passing the hat to collect
money. Workers were in the habit of
passing the hat to collect money from
fellow employees when various needs arose, when somebody got sick or died. But in 1914, this tradition gave way to something more formal, a joint board of sanitary control was formed. Its members included representatives from the unions, employers and the public.

The joint board preached prevention and the union's health center provided treatment. It was the first health center ever operated by a trade union in this country and proved to be a model for other unions to emulate. Around this time, occupational health became a high priority for labor. Union members used job strikes as a weapon to force stronger worker compensation laws. The Workers Health Bureau of America emerged.

For the first time workplace safety was being approached with a totally new perspective, that of the worker. A new strategy for assuring safety on the job emerged during the Great Depression. A wave of litigation followed the nation's
worst ever industrial disaster at Gauley Bridge, West Virginia.

In 1935, hundreds of workers who were building a tunnel died from exposure to silica dust. Usually it takes several years for silicosis to develop, but conditions in this tunnel were so bad, that workers became ill within months. In the investigation that followed, it turned out that company officials and engineers wore protective masks when they visited the tunnel, but they failed to provide masks for their own workers. As a result of the flood of the litigation that followed, there was an even stronger emphasis on occupational safety. As you can see, for most of 20th Century, it took tragedy for change of any consequence to occur. This was true until 1970 when Congress passed the Occupational Safety and Health Act. As a result, we now have a national system of workplace inspectors and minimum health and safety standards for employees.

Ever since its creation, OSHA
has been under attack from the business community. The agency has suffered from lack of funding and weakened enforcement capacity. Over the creation of OSHA the law of the land is clear. Working people have the right to a safe and healthy workplace. If employers try to take this right away, they find strong opposition from their employees and the labor movement. Studies have shown that unions dramatically increase the enforcement of OSHA standards. The unionized shops are five times more likely to be inspected. Initially when OSHA started regulating work settings, its focus was on rules that govern employers. But over time there was a shift to regulating manufacturers who make equipment, machinery and products used in the workplace. Because of limitations placed on federal regulators, the legal profession has stepped in and filed cases against companies that make faulty equipment and defective products used in the workplace.
Because we have worked alongside the unions on these products, product manufacturing and product defect issues, great strides have been made on behalf of the American worker. Dr. Herbert Abrams, in his short history of occupational health said that, "It is important to recognize that throughout the often tragic history of worker health and disease, the worker played a primary role as the basis for every significant improvement in legislation, factory inspection, compensation, correction and prevention. Abrams went on to say labor unrest, protest, strikes, lawsuits and catastrophes were vital catalysts to obtaining action. Organized labor has been the central factor -- has been the essential factor central to most workplace health and safety improvements from the industrial revolution to the present. Today, workers are facing unprecedented challenges, globalization, an onslaught of mergers and a push to make
operations both lean and mean, putting new pressures on the workplace. Employers aren't saying take it or leave it during negotiations. They are saying, take it or we leave you, and they outsource to a country where wages are lower and labor is not as strong.

The workers who take these outsource jobs are part of the worldwide labor pool that is increasingly being tapped by employers. What happens to them impacts the working conditions of every worker everywhere.

The New York based Labor Institute has an ominous way of describing this reality. Regressive pressures on pay and working conditions, are the direct result of the four horsemen of the workplace, downsizing, globalization, automation and an increase in the use of temporary workers.

A perfect example of what I am talking about is in South Africa, where the British multi-national company, Cape, PLC,
mined asbestos. Cape moved into South Africa after deciding that the cost for labor and asbestos disease compensation were too much in the U.K.

The result? 7500 sick and dying workers. It took a five-year legal battle but finally a meager settlement was reached. Each injured worker got only a few thousand dollars to compensate for the loss of their health and in some cases the loss of their lives. Clearly globalization threatens the advances labor has made in employing protections. At the same time, it brings new meaning to labor's belief that injury to one is an injury to all.

The South Africa story brings into sharp focus the reality that asbestos is the new scourge of the modern workplace. For decades the legal profession has been working hard -- working hand in hand with labor to protect and compensate workers.

The enormity of this legal battle is staggering. More than 600,000 people have filed claims for compensation for
asbestos-related injuries in the U.S. And businesses had to pay out more than $54 billion because of its negligence. Some experts predict that as many as 2.4 million additional claims will be filed. And business will have to pay an additional $210 billion. To address this catastrophe, Congress has been working on creating an asbestos trust to pay claims from injured workers. Such a trust fund would ease the flood of asbestos lawsuits in the court system. The legislation has solved the issue of how much money should be available in the fund. The highest figure mentioned to-date has been 145 billion.

At Motley Rice we have been representing asbestos plaintiffs for more than two decades. We have opposed any efforts to include in this proposed trust fund existing cases, existing settlements and existing bankruptcies by defendants. Existing plaintiffs should be able to proceed with their cases in court. We are
continuing to monitor this legislation and to work alongside the AFL-CIO and the SMWIA on this issue.

Over the past 20 years, partnership with the sheet metal workers has led to thousands of cases filed on behalf of employees who lost their lives because of asbestos exposure. On a local level, we are working to ensure that members are informed about the hazards of asbestos fibers. And we are consulting with the union as a whole on workplace safety issues.

We have also served as national asbestos counsel on various cases, using a network of local attorneys.

Our involvement in the asbestos crisis goes beyond the courtroom. Several of our lawyers have played key roles in the investigation of the asbestos industry. That investigation uncovered a conspiracy to mislead the public and the government about the hazards of asbestos. We have also represented building owners in
asbestos property damage litigation. These cases involve damage to schools, universities, hospitals, bank, counties, municipalities and state governments. The devastating effect of asbestos -- devastating effects of asbestos have been understood for quite some time.

More than 30 years ago the late physician, Dr. Irving Selikoff, described the lethal dose of asbestos as a hidden time bomb. Quote, the seeds of cancer, he said, are planted in the workplace, and by the time an agent is discovered and under control, millions of workers have been exposed. Dr. Selikoff wisely pointed out that it will take cooperation from government agencies, industry, unions and environmental groups to reduce the risk. I would add to this list, those of us in the legal profession. There is no doubt that because of our insistence that industry take responsibility for its action, asbestos is no longer used in product manufacturing and in construction.
Because of litigation, a safer workplace exists for employees who must deal with asbestos. Companies are finding that they are going to have to do the right thing by their workers or they are going to have to pay a heavy price.

I mentioned earlier that Motley Rice litigators work with a network of national counsel on local levels to represent sheet metal workers in asbestos cases. This technique has worked extremely well in keeping defendants on their heels and unable to advance the ball back across the court. We work with large and small firms alike in every state and across national borders. During the second quarter of this year, we were able to recover more than $700,000 for SMWIA members.

We have trial dates in the next six months for other members of this union, and the outlook is promising for further damages to be recovered. We have one case set for trial next January on behalf of an
Iowa man who died of mesothelioma at the age of 61.

This man worked in several powerhouses and large plants where he was exposed to asbestos. Our work on behalf of asbestos victims goes beyond the courtroom. As you know, several asbestos defendants have declared bankruptcy, but they still have assets to pay their claims.

Our attorneys are dealing with the bankruptcy courts insisting that plaintiffs are treated like any other creditor. In fact, we are fighting to ensure that our clients and their families are in the front of the line so that they can get what they are owed.

As we move into the 21st Century and come to terms with the realities of an aging population, the role of labor unions is expanding. Unions are becoming a source of support and information for men and women who have completed their work years and have entered retirement.

The health and welfare of these
individuals remains a vital concern to
union leadership, and rightfully so. It
has been our privilege at Motley Rice to
serve as consultants with SMWIA as we move
into this new arena. We are proud to be a
part of a profession that has worked
alongside unions to make the workplace
safer.

What does the future hold for
the workplace? I would like to just
briefly show you where we are today and
where we are going. Today my firm, Motley
Rice, currently has 2,610 active asbestos
cases on behalf of the sheet metal workers
and 638 inactive cases.

The active cases are being
litigated against nonbankrupt defendants,
and the 638 inactive cases are winding
their way through the bankruptcy court.

The gross asbestos recovery for
the sheet metal workers over the last five
years from our firm has been $17.6 million.

The next industrial hazard on
the list is silica. Silica is a
crystalline form of quartz that when pulverized forms microhonescopic particles that embeds itself in the lungs and can cause terrible illnesses like silicosis, tuberculosis, lupus, scleroderma, rheumatoid arthritis, and lung canter.

Welding rods is also on the horizon, and everyone in this room should be concerned. The injury caused by welding rod fumes includes meningism, which is like a terrible form of Parkinsonism, autonomic dysfunction, and psychomotor abnormalities and nightly myoclonic jerks, which disturb a person's sleep pattern.

Exposure histories include significant long-term welding experience in confined spaces without ventilation systems or respirators. Exposure history questionnaires are sent out to members in the locals to find out how they are feeling and what they have been exposed to.

A scientifically tested medical questionnaire is sent to them to return to us for review, and physical examinations
are often ordered.

We at Motley Rice have worked hand in hand with the SMWIA to fight scourges in the workplace. We have here at the health fair, right next to SMOHIT's booth, an attorney and colleague of mine with information on welding rod fumes, mesothelioma, silica dust, and other related industrial occupational diseases.

If I can answer any questions for any of you, please feel free to call me.

I wanted to say thank you in a very special way today. We are not just a law firm, a typical law firm that takes 40 percent of the fees every time we collect something. We generally take only 25 percent, and we have, over the years, contributed to this organization.

And as a special way of saying thank you, we have given money to the Health Institute Trust Scholarship Fund so that children of sheet metal workers can benefit in schools across the country.
As a token of my appreciation, I would like to ask your great president, Michael Sullivan, and Tom Kelly and Gary Batykefer to join me here at the podium so that I may present to them a check, showing the total amount of fees we have reimbursed to the Sheet Metal Workers' Union that have been paid directly into the scholarship fund trust.

On behalf of the lawyers at Motley Rice, I present to the Sheet Metal Occupational Institute Trust a check in the amount of $2,453,513 that we have paid over the years.

(Standing ovation.) That is a way to ensure -- the money that has been paid into that scholarship fund from our fees is a way of saying thank you and if we can ever be of service to you in any way whatsoever. We currently have 60 lawyers and 400 staff people located in Charleston, South Carolina. We will take on any defendant in any forum anywhere in the
country or the world.

In fact, my boss and mentor, Ron Motley, has currently filed a lawsuit on behalf of 6,000 families -- or 6,000 victims of 9/11 against the Saudis and the charities that help funded terrorism in this country that helped attack the World Trade Centers.

(Appause.)

I am proud to be a member of the Motley Rice law firm. I am here to serve you and to help protect your families and to take on industry wherever it is required for your health and safety.

Thank you so much. God bless.

(Appause.)

GENERAL SECRETARY-TREASURER KELLY:

Once again, thank you for everything you do for us, and General President Sullivan and I would like to present you with a convention gift. It is not the traditional gift but something that was handmade by our members, and this was made by Local 19 in Philadelphia.
MR. J.B. HARRIS: Thank you very much.

I appreciate that.

I would like to accept this gift on behalf of my partner, Ann Ritter, who many of you know who was supposed to be here today. She sends her best wishes and her regards. She had sprained her back while moving her house and asked that I stand in, and I accept this on her behalf as well, thank you so much.

(Applause.)

GENERAL PRESIDENT SULLIVAN: J.B., thank you so much. You know, the reason that we had meetings Gary Batykefer put together in Washington, to meet with J.B. and our other people from his firm was to take a look at silica and how it affects our members, and also magnesium an the welding situation.

I, like many of you, understand the tragedy of death through welding and asbestosis. I sometimes get angry over the fact that my father, as a sheet metal worker, died because of asbestos exposure.
And I know that I am not the only person in this room that has had a loved one die or a friend die or a person that we represented die from that type of terrible disease.

I watched a man that I admired and respected be whittled down to nothing because of his exposure as an apprentice -- beginning as an apprentice when he worked for a company by the name of Graham Asbestos.

I didn't realize until after talking with J.B. about the welding situation and the Parkinson's relationship.

But two years before I lost my father, I lost my mother, and I lost her to Parkinson's, and we could not figure out why, why that had occurred. We just couldn't understand it because Parkinson's is a slow killer. It took my mother 15 years to die from that terrible disease.

And after talking with J.B., it came to light. My mother spent 20 years at RCA in Indianapolis welding, and so we sat down and after the discussion they said
that we want to continue this partnership because we know that you are fair on the fees, you are not taking 40 percent. We have an arrangement with them to where they take substantially less, and then they decide on giving us a portion of their 25 percent back to the scholarship foundation.

So, J.B., I am going to encourage every one of our local unions to work with you and with your firm on the asbestos claims because, to me, our members fair far better. They receive more of their moneys that they deserve because of the debilitating diseases that they acquire through the workplace.

And the bad part about it is that they didn't ever know it. They didn't have a clue, and it had been hid for years; and they had been lied to about the effects of those products. So I encourage each of you to do that, and I hope our relationship only grows with the Motley firm.

At this time, I would like to
ask Benny Hernandez to come forward and do
a presentation on the Local Unions and
Councils Pension Fund and COLA Fund.

After Benny does his
presentation, we will then have some
resolutions and some constitutional changes
that we will address concerning this
particular issue. Benny.

ADMINISTRATOR HERNANDEZ: Good
afternoon, Brothers, General President
Sullivan, General Secretary-Treasurer
Kelly, members of the Executive Council,
dellegates, and honored guests.

I appreciate the opportunity to
address the 41st General Convention today.
On behalf of the board of trustees of the
Local Unions and Councils Pension and COLA
Funds, I will be explaining the recent
changes to these plans adopted by the
trustees.

I will first be showing a
PowerPoint presentation on the COLA Funds,
which will be followed by a presentation on
the Pension Funds.
You should have a handout of the presentations which will appear on the screens. Should you have any questions after my presentation, I will be happy to answer any questions.

The Local Unions and Councils COLA Funds for the United States and Canada were established 18 years ago, almost to the day, by the 37th General Convention to the Sheet Metal Workers' International Association held right here in Chicago, Illinois, on August 25th through the 29th of 1986.

The Local Unions and Councils COLA Plans, U.S., was adopted October 17, 1986, as an employee welfare benefit plan under the Employee Retirement Income Security Act of 1974, which is ERISA. This COLA plan is not a pension fund.

The Local Unions and Councils COLA plan in Canada was adopted October 17, 1986, as a plan that is not considered a pension fund under Canadian law.

The premise of these COLA Funds
was to provide supplemental payments to participants to help offset increases in the cost of living incurred after retirement. Contributions to the COLA Funds were effective October 1, 1986.

The Local Unions and Councils COLA Funds, U.S. and Canada, have been funded from two sources, a contribution based on one-half of 1 percent of each participant's gross compensation and up to 5 percent of the initiation and reinitiation fees paid to the SMWIA.

In Canada, the one-half of 1 percent of gross salary has always been paid by the participant. In the U.S., it has been a mixed bag up until the 40th Convention in 1999.

In 1999, the Constitution was clarified and now states that the contribution is the responsibility of the employer rather than the participant. In Canada, it remains the responsibility of the participant, due to Canadian law.

I would now like to go into the
presentation which will show the
performance of the COLA Fund since the last
Convention and the future cost of funding
these plans is projected by the fund
actuary.

In the first slide, is a graph,
beginning with the Canadian plan. You will
see in 1999 and 2000, benefits and expenses
exceeded income. 2001 through 2003, we
pretty much held our own. In 2004, the
benefits and expenses began to outpace
income. Over this period, the income from
contributions increased from $23,000 to
$29,000, while income from initiation fees
was stable and averaged around $34,000 per
year.

In this slide, the actuary has
conservatively projected the cost of
benefits and expenses going forward to
increase from $80,000 in 2004 to over
$136,000 in 2010. I say "conservatively"
because this is the cost for only the
present retirees. This does not include
any future retirees.
The contribution income projected is based on salaries increasing 3.5 percent per year. The question marks are self-explanatory. The income from initiation fees has been stable, but we have no idea what the revenue from the initiation and reinitiation fees will be in the future.

But I doubt the salaries will increase more than 3.5 percent per year or that we will wind up collecting $100,000 in income from initiation fees in 2010.

Next we will look at the U.S. plan. In the U.S. plan, the changes that were put into effect in 1999, were implemented, the income from contributions and initiation fees exceeded, outpaced the benefits and expenses up until 2004.

This has resulted in a surplus at this time in the U.S. plan, but as you can see, from the projections even with the present surplus, the income going forward will not sustain the plan.

The COLA Fund trustees and
staff, professionals associated with these funds, have considered every conceivable option in attempting to continue these plans. In the process, we have encouraged significant actuarial expenses researching solutions. Over the years, the trustees have made adjustments to these plans several times in order to continue them.

However, in the final analysis, the trustees, faced with the performance record and projections you have just seen, along with funding deficiencies associated with the Pension Funds, which you will see in the next presentation, determined that the most prudent course of action was to terminate both the Canadian and U.S. COLA Funds effective 31 December 2004.

The COLA payments for 2004 will be made in December in accordance with the changes adopted in 1999.

The remaining assets of the funds, along with the balance of funds on hand at the SMWIA derived from initiation and reinitiation fees, will be allocated on
a proportional basis to the LU&C Pension Fund and the Dues Defense Funds respectively on 1 January 2005.

This decision was based on a recommendation from a subcommittee appointed by the General President, which consisted of all eight trustees of the Canadian and U.S. COLA Funds plus two members of the General Executive Council.

The most frequently asked question concerning the termination of these plans comes from active members, many of which are delegates to this Convention.

These participants have either had contributions made on their behalf or actually made the contributions themselves, which is the case for all Canadian participants. These participants will not receive a benefit now that the COLA Funds are being terminated.

One idea to resolve this issue was to give everybody back the contributions they made to the COLA Funds from the Pension Fund, possibly even give
them some amount of interest. It sounds simple enough, but like most things associated with pension funds, nothing is ever that easy. Even though all of the participants are the same in both the COLA Fund and the Pension Funds, you are not legally -- you cannot legally make an arbitrary payment from the Pension Funds based on something that affects participants in the COLA Funds, in spite of the fact that the participant base is the same.

So what the trustees will be evaluating over the next year is the feasibility of, one, making some type of permanent or ad hoc improvement in the pension benefits for our present retirees to help offset the loss of COLA, and, two, how to design a future benefit, permanent or ad hoc, specifically targeted towards the participants in the plan prior to January 2005 who have not yet retired to compensate for the COLA contributions received on their behalf.
I know some of you are impatient and would like an answer today, and the trustees understand your frustration. But as you will see in the next presentation, the trustees have made significant changes in the accrual formula for both the Canadian and U.S. pension plans that does not even take effect until January 2005.

It would be irresponsible for the trustees to attempt to make an improvement in the pension plan to address either of these important issues until they have at least had asset performance and actuarial valuations done for 2004.

These COLA programs have been a great success story. They have provided over a half million dollars in benefits for our retired participants in Canada and approximately $6.5 million in benefits for our retirees in the United States, to help offset the increase in the cost of living incurred over the last 17 years. But things have changed, and we have to adapt to these changes.
The trustees now believe that the most efficient and prudent way to address the affects of inflation on our retirees is through the Pension Fund, and the trustees are also keenly aware that there are members who contributed to the success of this program, many of who are the very delegates seated in this convention hall today, who will not receive a benefit from this program now that it is being terminated, who deserve specific consideration in the future when they retire, and the trustees intend to do everything possible to address both of these important issues.

At this point, Mr. Chairman, I would take any questions the delegates may have pertaining to the COLA Funds.

GENERAL PRESIDENT SULLIVAN: Anyone have any questions concerning the COLA Fund?

Microphone No. 3.

DELEGATE RONALD LAPIERRE (Local 116):

Mr. Chairman, Ron Lapierre from Local 116.
I would like to know the options that are being looked at for the participants in Canada who have contributed, like myself for 18 years.

What are the options that the trustees are looking at as far as payback, as far as me and a lot of others have paid in the plan without ever getting any benefits?

ADMINISTRATOR HERNANDEZ: You are going to have to repeat that. I did not get a whole lot of it.

DELEGATE RONALD LAPIERRE (Local 116):

Myself, I contributed for 18 years, and I know a lot of delegates have contributed here for a long time.

Now, what are the options that are being considered as payback because we will never collect the benefits? I know you touched upon that, Benny, but what are the options that are being looked at? It is very interesting for us.

ADMINISTRATOR HERNANDEZ: The options that are being looked at is either a permanent or an ad hoc COLA benefit -- I
don't want to call it a COLA benefit, but a benefit, increase from the Pension Fund to compensate and target that specific group. Now, what we can do in the future is design an ad hoc COLA -- an ad hoc benefit. I am trying to keep away from the word "COLA," but an ad hoc benefit from the Pension Fund that would be -- that would be based on the number of years of service prior to 2005, when this was terminated, which would cover the same participants that paid into the COLA Fund.

DELEGATE RONALD LAPIERRE (Local 116): Would the Dues Defense Fund be used as a tool to be able to give something back, or would it be strictly a Pension Fund payback?

ADMINISTRATOR HERNANDEZ: It could be -- you know, that depends on Canadian law. You know, it is totally different than the United States, but, sure, that could be a way to do it, is out of the Dues Defense Fund.

DELEGATE RONALD LAPIERRE (Local 116):
Okay. So we will here about that, I guess, in the coming months?

ADMINISTRATOR HERNANDEZ: Yes. We have a trustee meeting in November and another one in July. Like I said, the COLA benefits will be paid this year in accordance with the changes that were adopted in 1999, and the only thing that -- the only thing that will happen, all of the retirees who were retired as of January 1, 1999, got a 5 percent permanent increase from the Pension Fund.

Those retirees, rather than getting a 13th check to cut down on administrative fees, those retirees starting in January 1, 2005, will get that 5 percent increase in the form of a higher monthly check, so there will be no more 13th check at all.

DELEGATE RONALD LAPIERRE (Local 116): Thank you.

ADMINISTRATOR HERNANDEZ: You are welcome.

GENERAL PRESIDENT SULLIVAN: Also,
later this afternoon, we will have some --
as I said, some constitutional changes and
some resolutions addressing future
contributions to the Pension Fund from the
International and also from the local
unions.

Any other questions? Microphone
No. 6.

DELEGATE JOE MCPHAIL (Local 30): Joe
McPhail, Local 30, Toronto, another
Canadian.

Am I to understand -- and I hope
I heard you incorrectly, when you said that
there will be some sort of ad hoc payment
from the pension plan to compensate for
years of contribution to the COLA Fund?

ADMINISTRATOR HERNANDEZ: That's what
you heard, but only if we can afford it.

DELEGATE JOE MCPHAIL (Local 30):
Well, the other thing is, you better make
sure you can legally do it because with
respect to pension plans, that is a
promise. We can't always guarantee --

GENERAL PRESIDENT SULLIVAN: Right,
Mr. Chairman, if I may.

We can't always guarantee the returns from the market and there are times when pension plans are affected directly from bad -- many bad years of poor market returns.

GENERAL PRESIDENT SULLIVAN: Right.

DELEGATE JOE MCPHAIL (Local 30): But that is one thing. That is something separate from what I think I hear you saying, is that money that is in the pension plan is now going to be redirected to compensate those who have had contributed many, many years into the COLA Funds.

I am one of those guys. I contributed for many years. Not as many years as Ron, but then I am not quite as old as Ron either.

(Laughter.)

GENERAL PRESIDENT SULLIVAN: Joe, believe me, anything that we do will be
legal, and we have had both -- on the COLA Fund and on the Pension Fund, we have Canadian legal counsel and U.S. legal counsel, and they are separate, because the laws, as you know, are somewhat different.

But we realize that if we make a pension improvement that -- but you have a different situation in Canada, too. You have the Dues Defense Fund, which is a little different, but if you make a pension improvement, that is a promise that you cannot take away.

We are saying that we are looking at options, and those options might include -- as counsel has advised us, those options might include some type of increase for future retirees.

DELEGATE JOE MCPHAIL (Local 30):

Okay.

GENERAL PRESIDENT SULLIVAN: It would equal over time the equivalent of the contributions that they had paid in --

DELEGATE JOE MCPHAIL (Local 30):

Okay.
DELEGATE JOE MCPHAIL (Local 30):
Okay. I don't want to confuse the issue here, and we are speaking strictly about the COLA Fund and how that is going to be shut down effective January 1, 2005, right?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE JOE MCPHAIL (Local 30): So I will get up again when we are going to talk about the Pension Fund.

GENERAL PRESIDENT SULLIVAN: All of the money into the COLA Fund will be spent. It has been -- in Canada, they have been spending more, and they have been subsidized over the last two cycles from other sources and from the initiation fees.

So what we will do is, is all moneys that are in the pool of initiation fees that are left after we make the distribution in -- after January of this coming year, those moneys will go into the Pension Fund, into the Pension Funds of each respective U.S. and Canada.
DELEGATE JOE MCPHAIL (Local 30):

Okay.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 5.

DELEGATE PETER WYATT (Local 8): Peter Wyatt, Local 8, Alberta, Canada.

It is my understanding that the COLA Fund is going to shut down at the end of this year in 2005. Are we, the Canadians, going to expect that we will continue to pay into it, the half percent ourselves and lose that next year?

ADMINISTRATOR HERNANDEZ: I am sorry. I did not hear the question. You are going to speak louder.

GENERAL PRESIDENT SULLIVAN: You are going to have to get a little closer.

Did you introduce yourself?

DELEGATE PETER WYATT (Local 8): Peter Wyatt, Local 8, Canada, Alberta, with an accent.

(Laughter.)

GENERAL PRESIDENT SULLIVAN: You know, I have one guy with an accent on Microphone
No. 5, and I have one guy with an accent on this side of me. And I tell you what, I am having a little trouble here.

DELEGATE PETER WYATT (Local 8): It is my understanding that the COLA Fund will shut down at the end of 2005.

GENERAL PRESIDENT SULLIVAN: That's correct.


GENERAL PRESIDENT SULLIVAN: At the end of this year, 2004.

DELEGATE PETER WYATT (Local 8): Would it be my understanding, then, that the Canadians that pay their half percent towards the COLA Fund will lose that money for the rest of this year?

GENERAL PRESIDENT SULLIVAN: Will lose it for the rest of the year?

DELEGATE PETER WYATT (Local 8): We pay our COLA Fund, I understand, on a monthly basis.

GENERAL PRESIDENT SULLIVAN: Yeah, contributions will be required until the end of the year.
DELEGATE PETER WYATT (Local 8): That we are not going to get back?

GENERAL PRESIDENT SULLIVAN: That is the way it appears, yes.

DELEGATE PETER WYATT (Local 8): Thank you.

GENERAL PRESIDENT SULLIVAN: Except maybe if we do something else.

Microphone No. 2.

DELEGATE ROB KEOGH (Local 17):

Mr. Chairman, Rob Keogh, Sheet Metal Worker, Local 17, Boston.

Excuse me. Let me put this over a little bit. If Benny explains -- you and I had talked about this previously, about the 5 percent if a member retired prior to December 1, 1998, I believe it was. A member who retire January 1st of '99 doesn't get that vested ad hoc or whatever you want to call it, at this time, and I believe what you are saying is that you are going to look into doing something similar for those people who retire prior to January 1st of this year and maybe give
them the same 5 percent or something
similar to that. Is that what we are
talking about?

ADMINISTRATOR HERNANDEZ: Right,
either a permanent increase or an ad hoc
increase.

DELEGATE ROB KEOGH (Local 17): Maybe
you can explain to the body here, to the
delegates what actually happened in 1998 so
that we know what is going to happen maybe
at the end of this year with that ad hoc.
I know you said you can't commit
to it, but it would be better to explain
that to them. I know you did a little,
Benny.

ADMINISTRATOR HERNANDEZ: It was
effective January 1, '99?

GENERAL PRESIDENT SULLIVAN:
January 1, '99.

ADMINISTRATOR HERNANDEZ: January 1,
'99, anyone who was a retiree out of this
fund, as of that date, got a 5 percent
permanent increase that has been paid since
that time as a 13th check. Okay. That is
a permanent increase from the Pension Fund.

As you will see in the next presentation, we have some funding difficulties, both in the United States and Canada. That is why I am saying that more than likely, if we are able to do anything next year, it will be an ad hoc COLA because I don't think that we will be in a position by next year to make a permanent increase.

That way we can make the increase one year, and if we don't have the funds to do it the next year, there will be no obligation to continue making that payment.

DELEGATE ROB KEOGH (Local 17): Will they ever look at making it a permanent 5 percent for at least those group of trustees are considered equal.

ADMINISTRATOR HERNANDEZ: Of course we will, when we can afford it. What I am saying is, what I believe that the trustees will wind up doing is making an ad hoc payment until they are sure that the
funding of these funds is turning around and coming up with a positive and really have a good feeling that we can afford to make a permanent increase before they make it.

GENERAL PRESIDENT SULLIVAN: Also, look what we did with the retirees in '99. We gave them that ad hoc 5 percent, but we made it permanent. What we are going to do is, now we are going to do away with that also, but we are going to put that on their monthly check so that it becomes -- we don't have to write separate checks for it.

DELEGATE ROB KEOGH (Local 17): Sure, that makes sense.

GENERAL PRESIDENT SULLIVAN: That is one of the options that we are looking at the strongest, is doing those kinds of things, giving an ad hoc benefit when we can afford to.

And you will see the funding of this and how we are going to do it and why we think we will be able to with the moneys that we are going to be asking for later on
this afternoon and how we are going to fund that, but that is our goal and that is one of the things that we are looking at.

But to stand here and say we are going to do that, we can't do that. You know that.

DELEGATE ROB KEOGH (Local 17): I know that, we talked about it before. My point was the retirees -- and I made the discussion before with you, that those retirees retired under a plan that they thought they were going to get, and if someone retires after January 1st of this year, well that's --

GENERAL PRESIDENT SULLIVAN: I understand what you are saying.

DELEGATE ROB KEOGH (Local 17): Let me finish, Mr. Chairman, Benny. At least those group of trustees, those group of pensioners are going to get something. They are already getting something now, most of them, at least a 2 percent, most of them, so maybe they will at least get that 5 percent. Thank you.
GENERAL PRESIDENT SULLIVAN: At this time, I am going to dispense with this order of business and move into another order of business.

We have with us the governor of the State of Indiana, Joe Kernan, so we will come back to this as soon as his remarks are finished.

Would the Escort Committee please bring the governor of the State of Indiana, Joe Kernan forward, please. And the Chair will recognize Sixth General Vice President Jay Potesta.

(Standing ovation.)

SIXTH GENERAL VICE PRESIDENT POTESTA: You all stay tuned. This will keep your interest.

General President Sullivan,

General Secretary-Treasurer Kelly, and guests and delegates and GEC members, our next speaker is a shining example of moral character and what it means to sacrifice for our nation.

During the Vietnam War he served
as a flight officer on the USS Kitty Hawk.

While on patrol in May of 1972, his plane was shot down over North Vietnam. For the next 11 months, he was held as a prisoner of war.

As you know, there are only a very few select group of men who can relate to the horror of captivity. They say, "Whatever doesn't kill you, can make you stronger," and Joe Kernan is an example of that.

He was released in 1974 and immediately returned to active duty to fulfill his service until November of 1974. For his bravery and the strength he demonstrated, he was honored with a score of decorations, including two Purple Hearts, the distinguished Flying Cross.

He returned to Indiana after serving as city comptroller. He was elected to three consecutive terms as mayor, the longest serving mayor in South Bend's history.

In 1996, the People of Indiana
selected Joe Kernan to become their lieutenant governor, and after the untimely
death of then governor Frank O'Bannon, Kernan was sworn in to become the state's 48th governor in September of 2003.

Under his leadership, the state has begun to invest and create more high-tech jobs than ever before. Last year he took on a formidable business lobby that ruthlessly attacked him for attempting to cancel a $15 million state contract that would have outsourced to India.

A bill he supported which would have done away with the outsourcing of state work was killed by special interests who put their own need for profit ahead of the people of Indiana. His fight was not for naught.

Under his leadership, the State of Indiana saw its highest export rate in the state's history with a 10 percent jump in shipments to businesses -- from Indiana businesses to foreign country.

When he is reelected governor on
November 2nd, he will continue his outspoken fight for the working people of my home state. He will continue to stand up for Indiana's working people and, my friends, we will stand beside him.

As you know, Indiana is not considered a battle ground state because a democrat for president hasn't won our state since Lyndon Johnson. The battle we are fighting in Indiana is the battle being waged against workers and workers' rights.

George Bush has visited our state at least four to five times to stomp for his chosen governor -- candidate for governor who was his budget director, who crafted the squandering of the Clinton surplus and giving us the trillion dollar deficit that exists today.

The democrats have held the Governor's mansion for the past 16 years. We have elected democrat mayors in every major city in our state, so we know how to win elections for Democrats. But the conservative right has decided they need
Governor Kernan has also taken upon himself to reward labor, and the way he has done that is through project labor agreements. He has taken a guy like me, a sheet metal worker, put him on the port commission. We have three ports in the State of Indiana, and we have a new financing system that the governor saw as a bill going through the legislature that allows us to bond not just on water but anywhere in the State of Indiana.

So my fellow brothers and sisters, please welcome my Hoosier hero, the current governor and future governor of Indiana, a champion for working people and our friend, Governor Joe Kernan.

(Standing ovation.)

GOVERNOR KERNAN: Good afternoon.

Good afternoon. Jay, thank you very much.

I feel a little bit underdressed, but God it is August in
Chicago. It is a pleasure for me to be able to come across the line. I was actually born in this city and moved to South Bend when I was ten, and that is where I grew up.

My name is Joe Kernan. I am from South Bend, Indiana, and I have been a member of Plumbers and Pipefitters Local 172, based in South Bend, and know what it is to work hard, know what it is to work with a team, and have had the opportunity over the course of my lifetime to be able to do that.

Let me just tell you one thing before I make my remarks, and, that is, that it would appear that we have an administration in Washington, as they are waging this campaign, that wants to do everything they can to not talk about their record and, instead, to talk about the record of someone who served with distinction in Vietnam and who earned every metal that he has received.

And having been there and been
in service for five and a half years, what
I want you all to know is that there is no
metal, there is no ribbon that has ever
been given to anyone because they said,
"Hey, it is my turn."

These are decisions that are
made by others. They are made by members
that are senior to and up the chain of
command from whoever it is that is being
considered. It would be no different for
John Kerry.

This was not his ego that was
being satisfied. Instead, these are honors
that he earned in service to our country,
and that is where it ought to be left.

(Appause.)

I was in Chicago, what is now
just will be a year here in a couple of
weeks and was up here with Governor frank
O'Bannon, and we were attending a meeting
together just down the street at the Palmer
House.

A couple of years ago, I had
made the decision that I was not going to
run for governor, after my term as lieutenant governor was up. I was headed back home to South Bend. As it turned out, I was going to, with a group of local investors, buy our Single A baseball team, the South Bend Silver Hawks and return back to the place that I love very, very much.

On that weekend, on that day, the 8th of September of last year, Governor O'Bannon fell ill with a stroke here in downtown Chicago, and it was five days later that he passed away.

And as lieutenant governor, I took over the role of governor at that time and have had the honor to be able to serve in that capacity now for what is almost a year. A few weeks after all of that happened and Maggie and I had the chance to just catch our breath, we sat down and talked about all of the things that had changed and revisited the decision that we made earlier.

And I decided I was going to run for governor for a couple of reasons. One
was that during that difficult time in our state, people from all over Indiana pulled together. There was no partisanship. There was nobody looking for an edge. It was just folks trying to figure out how we got through this difficult time and how we did it together, and it made me very, very proud.

Secondly, I believe that we face in our state, as we do around the country, a time of extraordinary opportunity. Opportunity to be able to build on the successes that we have had in the past, to come together and make decisions about our future, and to do so in such a way that we represent all of our diverse interest but at the same time do the things that are necessary for us as a community to be able to come together.

And I decided that I wanted to be a part of that effort in serving as the governor of my state.

And, third, I did so because I believed that in my race, there is a big
difference between who we are and what it
is that we stand for and did not want to,
by abdication, have someone else take over
in our state and do things that I believed
would be done that would do damage to the
people in the place that I call home.

And this guy, as Jay alluded to,
is someone who is a disciple of our current
president. He was the budget director for
the first couple of years of this term, has
been sent back to the Midwest to bring
religion to the heathens from Indiana.

And I decided that I did not
want to let that happen. He did, as Jay
mentioned, oversee our movement at the
federal level from the largest surplus in
the nation's history, to the largest
deficit in the nation's history, worked for
an administration that has made it public

that they think that making a hamburger
should be classified exactly the same way
as making an automobile.

An administration whose chief
economic advisor has said that it is okay,
and, in fact, it is good for the economy,
when we outsource jobs.

The U.S. Chamber of Commerce and
their president said, just a few weeks ago,
that he believed that not only was this
good for our economy, when the roughly
250,000 Americans, who have lost their jobs
in recent years every year, when they lose
their jobs, that that is good for our
economy because it is a part of our
restructuring and what those 250,000 folks
ought to do, who lose their jobs every
year, is just quit whining.

These are the guys who believe
that we should just throw our hands up and
surrender, that we ought to say outsourcing
is inevitable, and we are just going to
cave in. Well, I don't buy it. I know you
don't buy it, and the American people don't
buy it. All we want is a fair fight and
somebody to lead the way in that effort.

(Applause.)

And so as we are looking ahead
to ten weeks from today, don't let the
mustache fool you. Don't let these guys, on the basis of their position on one thing or another, be what sways you. Make sure that you understand exactly where they are coming from when they talk about and when they put into action what they believe about organized labor.

In my first meeting in Washington, as a new governor back in February, we were invited, the governors, to the White House to hear a presentation from the President, as well as members of his cabinet. 50 governors, republicans and Democrats, and during one of the presentations, the Secretary of Education referred to the NEA, the National Education Association, that represents teachers from all over America, referred to the NEA as a terrorist organization.

When he was asked about this and challenged on it after the meeting, he said, "Well, it was taken out of context and I did not really mean it." He said it not only once, he said it twice, and I will
guarantee you that he meant it.

I was there, as were 49 other governors. It is a shame that for the first time in my life, to hear an organization that represents working men and women referred to as a terrorist organization and had to happen in our White House. I don't think it is the first time similar sentiments were expressed there, but it plays out every day in the way that they view and deal with and react to and try to undermine the rights of men and women to organize on behalf of their members.

And I believe that as we are looking to November 2nd and making decisions about who our President will be, about who it is that is going to represent us in Congress, about who our governors are going to be in the dozen or so states where there are elections and who is going to represent you in your general assemblies, take a hard look at them and at what they are talking about in terms of what it means
for working families.

We are in a tough situation. We are in an environment that is changing every day. The competition is real that we are feeling from all over the world, but we are up to the task. We have proven it a thousand times over the course of our history. This time is no different. All it requires is for us to come together, for us to make decisions together, and for us to have the kind of leadership that will help us to achieve the objectives that we all share, and that is the opportunity for everyone who lives in our states and in our country to have access to a good job that will pay a good wage, for healthcare to be affordable, for our children to have a chance to get a world class education, for all of us to be able to look at our future with confidence, with hope, and the feeling that, by God, we are going to get there no matter what it takes and we are going to do it together.

And I can't thank you all enough
for the opportunity to be here with you
today, for all that you do in your
communities back home, where you all come
from, and tell you that I look forward to
not just the next couple of months of
serving as governor of my great state with
great people like Jay and Mike and others
who are here today from Indiana, but I look
forward to continuing to be able to do that
for the next couple of years, as well.

I thank you for the chance to
join you this afternoon. Have a great
meeting, and I deeply appreciate the
opportunity to be with you today. Thank
you.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:
Governor, we consider you pretty special.
We would like you to look around the room
here and see the craftsmanship of our
members. This car was made by members of
Local 71 in Buffalo, the arches from Local
36 in St. Louis, the plane from Local 7 in
Michigan, the train from Local 12 in
Pittsburgh, and this wall here is a plaque from each of our locals from East Coast to West Coast, which they made to present to the delegates here, and this was installed by our members from Local 73 here in Chicago and all of the lettering was done from 137, one of our sign workers locals in New York.

Rather than traditional gifts, we like to give something that was fabricated from our members. We consider you very special to us, so we are giving you two lanterns so that when you are burning that midnight oil or candle, in this case, we are thinking of you as you have been thinking of us and all that you do for us and the people of Indiana. Thank you very much.

GOVERNOR KERNAN: Thank you very much.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Also, Governor, on behalf of our membership and working people that we represent throughout the United States -- I would say Canada
because we do represent Canada, but we
can't take money from Canadians and give it
to --

GOVERNOR KERNAN: Damn.

GENERAL PRESIDENT SULLIVAN: -- to
U.S. and vice versa, but we have for you,
in your campaign, a check for $25,000 on
behalf of Sheet Metal Workers.

GOVERNOR KERNAN: Thank you.

GENERAL PRESIDENT SULLIVAN: Again,
Governor, thank you so much for being with
us. We are proud of our governor in the
State of Indiana, and I keep my residence
legally there so that I can go home and
vote for the democratic governor of the
State of Indiana.

You know, in Indiana, as was
previously stated, we don't have a -- we
have a hard time as Democrats getting the
legislature elected and getting republicans
out of office and Democrats into office, so
we can't afford to lose any vote.

We encourage our membership in
Indiana to have lots of democratic children
so that sooner or later, we will make it a
battle ground state.

I think you can see from the
governor that there is a man there that is
a very humble man, a very kind man, a very
generous man, but also a very caring man,
and that is the type of person that we want
as governor in the State of Indiana.

We don't need a George Bush clone, and, Governor, we will be there for
you. And the fight has only just begun.
We are looking forward to it.

At this time now I will ask
Benny to come up and do the Local Unions
and Councils COLA Fund, and if there are
any more questions on the Local Unions and
Councils COLA Fund. If not, we will go to
the Local Unions and Councils Pension Fund.

We will now go to the Local
Unions and Councils Pension Fund.

ADMINISTRATOR HERNANDEZ: Thank you,
Mr. Chairman. You need to go back to my
presentation.

Okay. We will start with the
Canadian fund. As you can see in the first slide, the participant base in Canada for 2003 to 2004 was fairly stable. We gained one active member and four new retirees.

The next slide is a slide of the annual compound of the rate of investment return in Canada. These are the investment returns for the last five years. On the actuarial value, it is smooth by adding a maximum of 120 percent of gains and 80 percent of losses in any given year.

You will note, the most significant number in the market value that is underlined in bold red is 4.9 percent. This is the average market value return since 1999.

The most important category in this chart is the cost of the fund as a percentage of payroll. As you can see, the annual cost as a percentage of payroll in 2003 was 17.4 percent and in 2004, was 18.7 percent, and we have a contribution rate that is set by Constitution at 15 percent.

The next is a graph that shows
the target cost as a percentage of payroll over the same period. This slide shows the funding increase from 101 percent to 111 percent on a terminated basis.

What this means is that if the plan had terminated as of January 1, 2004, and it continues to earn 7 percent into the future, there would be more than enough money to pay the benefits earned to that point. The funding level on a terminated basis is merely a snapshot of the ability to pay benefits earned to that point in time. It is not an indication of future funding, if the plan continues to operate.

As you saw, because of the lack of performance in the markets, the funding and the increase and the cost as a percentage of payroll is having a negative effect on this fund.

The next chart shows the funding percentage, which is another test that the actuary has to do on a solvency basis. As you can see in 2003, the present value of benefits was $19.7 million. In 2004 it was
$22.8, and the market value of assets was $19.6. This results in an 86 percent funding.

This chart shows the funding on a solvency basis from 1999 to 2004, which shows the funding rising above the 100 percent level in 2001 and 2002 and declining to 86 percent in 2004.

The cost, as I said, as a percentage of payroll, is 18.7 with the current formula. By changing the actuarial formula from final average salary, that is what FAS stands for, to CAS, which is career average salary, the cost can be reduced to 12.5 percent.

I will be explaining how the career average salary accrual formula works in detail later in the presentation.

In Canada, the current benefit formula is 3 percent of the highest average of the highest five years times service for a maximum of 60 percent. The new formula beginning January 1, 2005, will be 3 percent of career average salary times
years of service. The benefit and
retirement will be a combination of final
average salary, which will be determined as
of the end of this year, and career average
salary, again, with a maximum of 60
percent.

And the trustees are looking for
an increase from 15 to 17 percent going
forward effective January 1.

In a nutshell, career average
salary is the average of your salary over
the remainder of your career beginning in
2005.

Looking at a little history of
the Canadian plan. It was established
January 1, 1979. The contribution rate was
15 percent. Since the plan was established
25 years ago, the maximum benefit is
increased from 35 percent to 60 percent of
salary. The accrual rate is increased from
1.75 to 3 percent. Normal retirement age
has been lowered from 65 to 60, and the
rule of 80, service plus age, was
implemented.
The early retirement reduction factors have been reduced from 6 percent per year to 3 percent, from 55 to 60 years of age, enabling participants to retire at 55 with a 15 percent reduction, rather than a 60 percent reduction, all for the same 15 percent contribution rate.

How were we able to achieve this? Investment returns have consistently exceeded the assumed rate of return over the years. Until recently.

As you saw, for 1999 to 2003, the market value of investment returns have averaged only 4.9 percent, while the assumed rate of return has been 7 percent.

Now, we will turn to the U.S. plan. In the U.S., we have one less active and 51 additional retirees between 2003 and 2004, but the most significant factor on this page is the number of retirees of 759 with 715 active. For the first time this plan now has more retirees than active participants.

Average investment returns since
'99 are almost identical to those in Canada. We have averaged 4.91 percent. Cost as a percentage of payroll in the U.S. plan has increased from 16.1 percent in 2003 to 18.4 percent, but in the U.S. plan we have an additional challenge. The actuaries are saying that we now have to update the mortality table from the 1971 table to the '83 table. To update the mortality table will cost the funds approximately 3.6 percent of payroll. This brings the total cost as a percentage of payroll to 22 percent, and we have a contribution rate set by Constitution of 15 percent. The next chart shows the rise in the cost as a percentage of payroll as being caused by asset performance which has failed to the meet the plan's actuarial assumption of 7.5 percent three of the last five years. If you look at the funding using the 1971 mortality table, it has gone from 96.5 percent to 105 percent from 2003 to
2004. But using the '83 table, updating from '71 to '83, it increases from 91.8 to 99.9, but, again, this is on a termination basis and that would be the funding level if the plan were terminated as of January 1, 2004.

The next table shows the trend is clear except for last year because we had a 19 percent return on investments. I just received a report that the investment returns through the end of July were about less than 2 percent so far this year.

The cost of the current plan is 18.4 percent using the 1971 mortality table. Updating to the '83 table, which is what the trustees have decided to do, raises the cost of the current plan to 22 percent. Changing the accrual formula from final average salary to career average salary reduces the cost to 15.9 percent of payroll.

The current benefit formula in the U.S. 3.75 percent times the highest five years average salary, times service,
up to 16 years for a maximum of 60 percent, 1 percent of final average salary times the average salary.

For service over 16 years up to 31 for a total maximum of 75 percent of final average salary.

The new benefit formula beginning 1 January 2005 will be 3 percent times career average salary times service.

The benefit at retirement will combine final average salary plus career average salary for a maximum of 75 percent, and the trustees are also recommending in this plan that the contribution rate be increased from 15 to 17 percent.

A look at the history of the U.S. plan. Established in 1971 with a contribution rate of 10 percent. 1975, the contribution rate went to 15. Since the 15 percent contribution rate went into effect 29 years ago, the maximum benefit has increased from 35 percent to 75 percent of salary. The accrual rate has increased from 1.5 percent to 3.75 percent. Normal
retirement age has been lowered from 65 to 62. The early retirement reduction factors have been lowered from 6 percent to 3 percent per year between 55 and 62, enabling participants to retire at 55 with a 21 percent reduction, rather than a 60 percent reduction, and all for the same 15 percent contribution.

We got here the same way we did in Canada. Investment returns have consistently outperformed the assumption rate over the years, again, until recently, and, again, in this plan from '99 to 2005, the market value of investments has averaged only 4.91 percent over that five-year period and the assumed rate of return in the United States plan is 7.5 percent.

So what is going to happen December 31, 2004? Each active participant's pension benefit, both in Canada and the U.S., will be calculated using the present final average salary formula. The present formula calculates
final average salary by averaging the
highest five years of salary in the last
11 years.

In Canada, the final average salary will be multiplied by 3 percent
times years of service with a maximum of
60 percent. In the U.S. the final average salary is multiplied by 3.75 percent for
each year of service up to 16 for a maximum of 60 and then by 1 percent for each
additional year of service, maximum of 15, for a total maximum benefit of
75 percent.

Once the benefit is calculated as of December 31, 2004, both in Canada and
the United States pension plans, the benefits will be frozen and cannot be
reduced. I repeat, the benefit you have earned as of December 31, 2004, will not be
affected by the changes that will take place on January 1, 2005.

So what is going to happen January 1, 2005? The plan's benefit formula will change from final average
salary to career average salary, both in
the U.S. and Canada. So what does that
mean?

The benefit for all active
participants now in the plan will consist
of two pieces beginning January 1, 2005.
The final average salary portion, which
will be calculated and frozen as of
December 31, 2004, and the career average
salary portion that will be earned
beginning January 1, 2005, these two pieces
combined will make up your pension benefit
at retirement.

So how does career average
salary work? At retirement, you will
average your salary for all years beginning
January 1, 2005, to determine your career
average salary.

Your career average salary
benefit will be calculated by multiplying
the career average salary times 3 percent
times service. This will determine the
career average salary portion of your
benefit.
We will then combine the frozen final average salary portion with the career average salary portion to determine your monthly benefit at retirement.

When you receive your pension credit statements for 2005 and 2006, you will see a final average salary portion and then an additional amount which will be equal to 3 percent of the 2005 salary that you earned.

In this example, we show a participant in 2004 that has ten years of service. If you look at the top line, has ten years of service. The participant's salary in 2004 was $74,986. Looking back for the highest five years, this participant's final average salary is $70,000.

Being at ten years, it is at 37.5 percent. 37.5 percent of the $70,000 gives this participant a final average salary benefit of $2,188 a month. That is the piece that would be frozen.

In this case this participant
works an additional six years to 2010. In 2010, the final average salary, as you will look across the bottom line, is six additional years of service. The salary in 2010 was $92,177, but the average over those five years was $84,727.

You take 18 percent of that for the six additional years, which gives you a career average salary benefit of $1,271. That added to the frozen piece gives you a total benefit of $3,459.

It is the trustees' sincere hope that in the future we will be able to do an update, once the funding comes up. In the next slide you will see an example of how an update would work. You have the same participant with a frozen benefit of $2,188. In 2005, we add 3 percent of that participant's salary. In 2006, we do the same thing, and in 2007, the trustees decide that now the fund is funded sufficiently that we can do an update and move the frozen piece for final average salary up from 2004 to 2007.
So in 2007, we recalculated the final average salary. The participant has an additional 9 percent for those three years of service, which puts him at 46.5 percent for now a benefit of $3,010. He works an additional three years, which gives him an additional $688 under the career average salary formula, so you add that to the frozen piece now that is in 2007 and now he has a benefit of $3,678.

In the last chart, what you will see is a comparison. First what you will see is what that participant's benefit would be if we had continued the present formula.

In 2010, the final average salary would be $86,151. He would be at 60 percent. The benefit would be $4,308. Under the new formula, the frozen piece would be $2,188 at the end of this year. Over the next six years, the benefit under the career average salary formula would be $1,271 for a total benefit
And in the last example it shows an update in 2007 where we moved the career average salary portion from 2004 to 2007. That benefit would be $3,010. For the remaining three years it would be $688, for a total of $3,678.

In the last slide you see the difference in the benefits for the Canadian participants. Under the present plan if we continued on, the Canadian participant would be at 48 percent.

GENERAL PRESIDENT SULLIVAN: The final average salary will be when 86,151 and the benefit will be 3,446.

Under the new accrual formula, the benefit will be frozen at 1750 at the end of 2004. The benefit earned over the next six years will be 1271 and the benefit total at 2010 will be 3,021. Again, the last example shows an update moving the final average salary piece up from 2004, to 2007 and total for that benefit will be 3193.
I know that is a lot of material to cover and a lot to absorb in such a short period of time and if there is any questions I’ll be happy to try and answer.

GENERAL PRESIDENT SULLIVAN: Any questions?

Microphone No. 6.

DELEGATE LOUIE PETRICCA (Local 285):

Mr. Chairman, to Benny, if I may, if the Committee impact is, at the end of 2003 is 111 percent funded, why are we changing the funding? We are increasing the funding and reducing contribution. I mean the other way around. Increasing contribution and reducing the funding.

ADMINISTRATOR HERNANDEZ: Let's see if we can go back. Go back quite a ways. But while I am trying to get there, Louie, as I tried to explain, that number is on the terminated basis. If the fund were to be terminated January 1, 2004, we would have 111 percent, and you can continue to earn 7 percent until all your benefits were paid out.
DELEGATE LOUIE PETRICCA (Local 285):

Okay.

ADMINISTRATOR HERNANDEZ: Then you would be funded at 111 percent.

But on the solvency basis, if you look at the next chart -- I wish I had numbers on this. But let's keep going back.

But on a solvency basis, at the present time, you have $22,856,000 in vested benefits and $19,628,000 on a market value basis, which only puts you at 86 percent. There's numerous funding numbers out there. The key thing is, is that if your cost as a percentage of payroll is above 15 percent and the trend continues and we continue not to make the actuarial assumption, then the trend is going to -- the funding level is going to continue to go down.

DELEGATE LOUIE PETRICCA (Local 285):

Yeah, but that is based on a solvency basis if we are going to end the plan today. But the plan is not being ended today.
ADMINISTRATOR HERNANDEZ: The other number is also based on assuming 7 percent forever until you pay out all the benefits, and if you look back the last five years, we have only averaged 4.9.

DELEGATE LOUIE PETRICCA (Local 285): Yeah, but in 2003, we got a 12 percent return. That means the market is turning around, so why make the changes when it is not absolutely a must?

GENERAL PRESIDENT SULLIVAN: Louie, so that -- this is, you know, we went through -- if you remember Philadelphia, we went through this whole scenario about you being a hundred percent funded and you can still have problems with your pension. This is one of those particular scenarios, because for under both Canadian and U.S. law, we have rules that we have to live by, and those rules are sometimes really difficult to get around.

And what we have -- what has happened is because we -- we have had -- when they use the actuarial assumption,
when they do the actuarial evaluation, they use five years. Okay? And they use those five years as -- and then they will, like, they use the last five years, this year, they will bump off a bad year, and we picked up a good year, but that is called a smoothing effect. And that causes substantial problems of meeting the requirements in the law. We are not a -- we are a multiple employer. We are a multiple employer fund, which is different from a multi-employer fund in some respects, according to law.

And what we are trying to do is, we have a lot of situations here to where we know what we are doing now probably will be temporary. That's what we are hoping. If the market once picks up and we get past -- and we get five consecutive years of positive numbers of actuarial valuation where we overachieved our assumption rate, that changes the whole prospect of the Fund. And what we need to do is, we are talking about this COLA benefit than is all
in conjunction, this going from 15 to 17, is in conjunction with trying to resolve that issue also. And as best as I can say it is, the numbers, if we don't meet -- if we don't do these things to the Fund, then each local union, which is the employer, has to cough up their difference for that five-year period that we are allowed to use. We can't use six years. We can only use five.

And, yes, last year was a good year, but this year isn't going -- you know, this year at 2 percent if we continue, we are not going to meet our actuarial assumption rate, which will give us another bad year. And it is -- what the -- when the government looks at these Funds, they look at the actuarial evaluations. And when the actuary does his numbers, always remember, he does it on five-year smoothing effect basis. So, consequently, we don't the full increase that we had last year for five years. You won't get -- and then every year thereafter
you have to hope that it meets your actuarial assumption rate and goes up. So the solution is, it's simple. Either we do the things that we did, and this is the reason we did them, or every local union has to cough up their fair share of whatever those numbers are. Figure, even though we are heavily funded, that doesn't mean that we are going to be in the future -- the future says we are going to be heavily funded. Because those five-year numbers say we're not. They say we're not, and we have to use those numbers to project the benefit levels as to cost or percentage of income or percentage of your salary.

ADMINISTRATOR HERNANDEZ: And the other point is, is that once this is put into the constitution, once we make a decision today, we are locked in with that decision until the next convention. So if we don't put in some funds to fund this fund between now and the next convention, the only decision the trustees will be
forced to make is the reduced benefits between this convention and the next one.

If I could get you to back up one slide. Going forward, I think. Back up again. Back up again. Keep going back. That's the one.

We had a good year. Louie is right. We had a good year. We had 12.2 percent in 2003. But look at 2002. We were negative 6.1 percent and we're assuming a 7 percent return. There is actually a loss of 13.1 percent. When you -- the numbers across the bottom are the actual returns for the year. And the average is still only 4.9 percent over that five-year period, so you have five years that you did not make the actuarial assumption of 7 percent.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 6.

DELEGATE LOUIE PETRICCA (Local 285):

As of 2004, January 1, 2004, according to this, we are 111 percent funded. All that negative return is taken into account
because it happened prior to January 1,
2004; is that correct?

GENERAL PRESIDENT SULLIVAN: Yes. And
that's the number you have to use by law,
whether you like it or not.

DELEGATE LOUIE PETRICCA (Local 285):
Yes, but we are still over funded, so I
don't understand why you are reducing the
benefits.

GENERAL PRESIDENT SULLIVAN: It
doesn't matter. We are not over funded if
we have to use the 4.9 percent. We are
over funded if we use the 7.5 percent. But
we are not over funded if we use the 4.9
percent. And the law says we have to use
the 4.9 percent, no matter what your
funding level is.

That's the hard part for us to
swallow. And that's the hard part for us
to understand. And if we have -- yes, we
had a good year, but if this year we have a
2 percent or a 3 percent year, or even a 4
percent or a 5 percent or a 6 percent, if
we don't meet, that is not going to be
enough and we will have to dial that number in on the last and equal it out, and it will come up maybe to, maybe to 4.5 percent, or maybe it will be 5.8 percent, or whatever it is. Or 5.7, or whatever it is, that is the number we'll have to use. And the government says that on both sides of the -- in both countries, that that is -- you don't have an option. It is not like we can pick the numbers we want to use.

This is the one we have to use, and we don't have an option. And if we don't do something about it, what happens is, is we have to reduce benefits more, or you, the local unions, have to cough up the difference between the 4.9 percent, because that is what we are saying we have to use now, and the 7.5. And we did a little calculation on that, and the number was devastating, because they are not going to let -- that's the point. They won't let us use the 7.5. They won't let us use the average that we really have. They make us
use the market value number, which is the average, the smoothing effect average.

Microphone No. 4.

DELEGATE JOHN PARKER (Local 435):

Thank you, General President.

Mike, I think you just about finished answering my question. When you said the number's devastating. That's what I am interested in. It reminds me a lot of what we had to do with National Pension Fund. As we found out, most of the local unions preferred to pay more money to keep the benefit that they had.

What is the devastating number, Mike, ball park? Do you have that? What could we put in order not to cut our benefit?

ADMINISTRATOR HERNANDEZ: To maintain the present?

DELEGATE JOHN PARKER (Local 285):

Yes, sir, the present -- present accrual formula, what would we have to look at?

ADMINISTRATOR HERNANDEZ: North of 20 percent.
DELEGATE JOHN PARKER (Local 285):

Another 20 percent?

ADMINISTRATOR HERNANDEZ: No, north of 20 percent favorable. You would have to jack the contribution rate --

DELEGATE JOHN PARKER (Local 285): So from 15 to 20, right, Benny?

ADMINISTRATOR HERNANDEZ: That's right.

DELEGATE JOHN PARKER (Local 285): 5 percent more.

ADMINISTRATOR HERNANDEZ: Right.

DELEGATE JOHN PARKER (Local 285): You know, I don't know how the delegates feel, but that might be something worth considering.

ADMINISTRATOR HERNANDEZ: That was tossed about, but the trustees decided against it.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 2.

DELEGATE JOE SELLERS, JR. (Local 19):

Thank you, Mr. Chairman.

I heard your response to the 4.9
actuarial assumption rate moving forward,
and I thought that it was the IRS's
position that they had to reasonably
project, an actuary had to reasonably
project the assumption moving forward.

Now, going from 7.5 percent to
4.9 percent, I mean, every pension fund, if
they had to do that, every pension fund
would go down. So to change -- there is a
lot of changes, a lot of modifications from
2 percent increase, which works out to be
almost 13 percent, as well as the changing
to the career average, is a substantial
change from top of the COLA in the 3 and 4
percent.

I guess my question is, how do
we -- is there any way to get back to the
old actuarial assumptions? Because I
thought, my position was that I believed
that it was a reasonable projection looking
forward. They didn't even have to look
back but a reasonable projection to move
forward.

ADMINISTRATOR HERNANDEZ: Well, the
way you look at these, Joe, are totally
different than a multi-employer plan. This
is a multiple employer plan. There is
different tests and different assumptions.
It is a different ball game than a
multi-employer plan.

DELEGATE JOE SELLERS, JR. (Local 19):
Is the half a percent that the COLA Fund,
that is going to roll into this Council
Pension Fund; is that correct?

ADMINISTRATOR HERNANDEZ: The half a
percent --

DELEGATE JOE SELLERS, JR. (Local 19):
The half a percent that is currently going
to pay --

ADMINISTRATOR HERNANDEZ: The half a
cent is going to be eliminated January 1,
and what the proposal is, is for the
contribution rate to go from 15 to 17,
which is a net increase in the states of
1.5 percent, and Canada 2, because the
participant now raised the contribution in
Canada.

DELEGATE JOE SELLERS, JR. (Local 19):
That was one of my questions. These changes -- I know, in our, Local 19 has many members young through close to retirement and retirement. These changes are dramatic for everyone in this room. As well, the career average substantially impacts many of our members.

GENERAL PRESIDENT SULLIVAN: Joe, you are absolutely right and there is a resolve to this, if the market comes back, and that means that you can go back. It is not going to hurt anybody for a year, two years or -- one or two years. And if the markets come back and meet the actuarial assumption rate, then these numbers change rather rapidly. Just as they go down rather rapidly under the smoothing effect in the rules they make us abide by. And you are absolutely correct. We are aware of that.

We are trying to accomplish two things here: Keep the fund afloat, keep it solvent so that we don't have to go back to local unions, have contributions, large amounts of contributions made, depending
upon how many people that they have and
where they stand in the situation, or more
like an under funding situation, we have to
divide the whole number up between the
locals based on salaries and the number of
people. And we are hoping that that will
go away.

We are also trying from the 15
to 17, we are trying to address the COLA
situation in a different way, and part of
those moneys will be used to address that
COLA situation in a different fashion. I
think what we want to do is probably like
what you do in your local pension and like
I did in my local pension, we want to see
to it when we have a margin over our
assumption rates, and we have that margin,
that we give permanent increases to
retirees versus COLA checks that we can't
guarantee. Similar to probably the way you
do it.

Microphone No. 2, please.

DELEGATE JOE SELLERS, JR. (Local 19):

Yeah, I certainly agree with that. We make
those same increases to the retirees as the fund is eligible for a fund to do so. I thought that the 2 percent increase, 2 percent increase, as well as the COLA roll over into the pension fund, was a big change. A lot -- part of many changes. The trustees, although a trustee never wants to cut benefits -- and we're all faced with that every day, adding on the others on top of the COLA change and the 2 percent increase -- adding on those other changes, dramatic as they are, I thought that the trustees had the authority, anyway, down the road to make those changes as necessary as those changes needed to be done, whether it was three months from now, six months, a year, or three years from now.

GENERAL PRESIDENT SULLIVAN: You're right.

Microphone No. 4. Oh, I'm sorry.

Go ahead, microphone No. 4.

DELEGATE PAUL DANIELS (Local 280):
Thank you. I also happen to be a pension trustee for our local fund, and I am just curious about the investment policy for these funds. As I understand that 2000 to 2002 were bad years for us all, but in 2003 the return seemed rather low, in my opinion, and that's easy to say for me, standing from the outside, I'm sure. But I was just curious as to your investment policy, as our returns were upwards of 30 percent in Canada in 2003. And if it wasn't for the U.S. dollar, it would have been even substantially higher. So I am curious as to what your -- it is nice to be prudent, but at the same time are we aggressive enough and achieving the returns that we need?

 ADMINISTRATOR HERNANDEZ: The consultant comes up with an asset allocation, a balanced asset allocation and divides it between fixed income and equities. And, you know, tries to spread it across the different, you know, the
different segments of the market, but, you
know, it is -- it has a medium risk in the
portfolio, and that was the returns for
2003.

GENERAL PRESIDENT SULLIVAN: The only
ting investments, we are not -- we are living
under some conditions that we have had, and
we're doing the best we can, and they are
not -- they may not be as high as some, but
they are, for a multiple employer plan,
they are -- and the amounts that we have to
invest versus the expenses of investment,
they are in the -- you know, they are
probably in the top 15 to 20 percentile,
which is where we try to stay.

I can't remember the exact
number, but we -- the object on the Pension
Fund is to stay in the top third or the top
20 -- I'm sorry, the top 25 percentile.
And that is our goal even in down markets
to be at the top 25 percent pension plans.

Sometimes we are in the top one percent and
sometimes we are in the top 25 percent.
And it just depends upon the year.

Microphone No. 3. Thank Mike.

DELEGATE FRED KNEEBONE (Local 537):
Thanks, Mike.

Again, another disgruntled Canadian, I guess you might say. I am understanding that we are still going to have to pay our COLA until the end of the year of which we don't receive anything back. We are now going to be going to career average salary, of which we will now get less in pension than we did under the old criteria. And then I am going to go back to my local union and say, we passed, guys, we passed a 2 percent increase on my pension, my business agent's pension, my organizer's pension, but don't be worried about it, because we are getting less.

I think as business managers, as business agents, we always loved trying to negotiate the best deals we can possibly get, and it just makes it tough to sit there and know your pension, everything
you've worked for, is kind of slipping away. So when we go to our members and say, we got to increase contributions for my pension, they are going to be under the impression I am getting an increase, but technically I am getting a decrease, so.

GENERAL PRESIDENT SULLIVAN: I understand that, but thank you for your comments.

Microphone No. 5.

DELEGATE LARRY HARRIS (Local 270):

Back to the brother from Indiana that spoke earlier about a flat rate, I mean, instead of lowering our benefits, increasing the contribution rate, I think Benny said it was 20 percent is what it was going to take.

GENERAL PRESIDENT SULLIVAN: Speak into the microphone.

DELEGATE LARRY HARRIS (Local 270): I think Benny said it was going to take 20 percent contribution rate in order to maintain the current benefit.

GENERAL PRESIDENT SULLIVAN: Yes, 20
percent is the high number, I believe, to retain the present plan.

DELEGATE LARRY HARRIS (Local 270):
As of January the 1st of '05, we will be kicking in 17.5 percent anyway.

GENERAL PRESIDENT SULLIVAN: Right, but that doesn't take care of the COLA situation, which is -- that wasn't included in the formula of trying to develop a -- and it would be 17 percent, not 17.5.

DELEGATE LARRY HARRIS (Local 270):
Okay.

GENERAL PRESIDENT SULLIVAN: Okay?

Microphone No. 2.

DELEGATE PAUL COLLINS, JR. (Local 137): Sheet Metal Worker. I am also a trustee of the Fund. I want everybody here to understand something very clearly.

The trustees did not make this decision easily. We reviewed it. This debate has been going on for several months. I believe it went on for possibly a year. I think we are being very conservative. That's true.
But as you can see, what I expected of this year, and the return from the market is not what it was last year. I believe it is like 2 percent now.

I think everybody here knows that if they look at their annuity plans or whatever moneys they have invested. They know what kinds of problems we can face.

This can be cut even more drastically if in the middle of the -- between conventions we don't have the moneys there. And what concerns the trustees is that there could be an even greater loss of this pension to the participants.

And let's not forget, it's our second pension for most of us.

Thank you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 3.

DELEGATE RICHARD OSLAND (Local 66):

Now, I heard that it would be 20 percent contribution rate to maintain the current plan, but I didn't hear what the accrual rate would go to if you stayed at the
current contribution rate of 15 percent
plus the COLA roll over of half a percent
in the U.S. And also I presume that the
COLA plans both have balances at this
point, but the balance is never shown.

GENERAL PRESIDENT SULLIVAN: The COLA
plans have no balance.

DELEGATE RICHARD OSLAND (Local 66): No
balance.

GENERAL PRESIDENT SULLIVAN: No,
legally they cannot.

DELEGATE RICHARD OSLAND (Local 66):
What comes in goes out?

GENERAL PRESIDENT SULLIVAN: That's
right. They are a welfare fund. What
comes in, goes out.

DELEGATE RICHARD OSLAND (Local 66):
Okay.

GENERAL PRESIDENT SULLIVAN: The only
difference is that the initiation fees, we
will talk about that when we get to the
resolution, the portion of the initiation
fees that are allocated to the COLA funds
is held by the International, and it is
used -- it is used for the COLA Fund to make up the excess for the portion that they don't have enough to pay. So, in other words, there is a balance. I believe that balance is 1.4 million.

It would be about 1.4 million at the time we make the pay-out. The COLA Fund, the money coming in is spent, and that's what the law says. So there is no balance.

Just on the union side of the contribution into the COLA Fund. You put an additional half percent, Canadians put in an additional half a percent for COLA, but the International Union, out of the per capita tax or out of the initiation fees puts in a portion, but we can hold that, but don't give it to the COLA Fund. We only give it to them as needed, and we will be talking about, like I said, what we are going to do with those moneys there that are left. And actually the Canadian Fund, their excess on the COLA, in the initiation fees, they have been used -- we have been
subsidizing that on behalf of the Canadians through the U.S. portion of the initiation fees through an interpretation by the General President. And I ---

DELEGATE RICHARD OSLAND (Local 66):

Pardon me, on the accrual rate?

GENERAL PRESIDENT SULLIVAN: Pardon?

DELEGATE RICHARD OSLAND (Local 66):

Was there a calculation on what the accrual rate would be if the 15 percent contribution was maintained along with the .5 percent from the COLA?

GENERAL PRESIDENT SULLIVAN: Yes, we looked at that. And what would happen is, I don't think -- we looked at every scenario possible, including no increase and keeping the accrual of 15 percent or the contribution at 15 percent, and what we did was -- what we had to do, was we figured it was disastrous enough, and if we had to do the other -- in fact, I don't think we could come -- we couldn't come up with a solution. We couldn't do any more. We couldn't do any less and really make
that much difference.

We looked at those things, and I know that is hard to believe, but we cut the accrual rate to 1 -- yeah. We can cut it below 2 percent and it still wouldn't make any difference, and we could eliminate it to 75 or to 50 or 60 percent and that wouldn't make any difference. That is not the problem, because what is happening is, is it the number that we have to use for the assumptions, and that's the number of, the 3.6 number for the evaluation.

As Paul Collins said, we looked at everything. The trustees looked at everything.

DELEGATE RICHARD OSLAND (Local 66): So there is no figure, then, that was ever calculated?

GENERAL PRESIDENT SULLIVAN: Yes, there was, but to give it to you off the top of my head, I can just tell you it was not considered because it went beyond reason. It went beyond reason in doing it. It just was -- it would have been -- it
would have been a disaster.

DELEGATE RICHARD OSLAND (Local 66):

Well, I can just imagine the reaction of the rank and file members to hear that the contribution rates -- their agents' and managers' fund is increased, their per capita increase, and they are going to have to have a local dues increase to go with that per capita increase to cover this cost now. And at the same time they are looking at their National Pension, which has a minuscule accrual rate at this point. It's not good.

GENERAL PRESIDENT SULLIVAN: No, it's not.

DELEGATE RICHARD OSLAND (Local 66):

And they are going to feel that it's not fair to them.

GENERAL PRESIDENT SULLIVAN: Any other comments from the floor?

Microphone No. 1.

DELEGATE ROCKY PELLICCINO (Local 105):

Thank you, Mr. Chairman. I know for all of us that our trustees back home that we deal
with, health and pension issues, we are dealing with a lot of diversity, of course, with four returns, and we have to make these hard decisions. And I can only say, that to you, sir, Mr. Sullivan, Mr. Hernandez and fellow trustees that sit on this plan, we are in full support of you and all of you to do what you need to do to make this thing right, and when the day comes that we all say good-bye in your retirement, we will have something good for all of us and for our families, so from here today on, we are in support of all of you to do what you need to do.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Seeing no more comments or questions, let me -- I have been through -- we have all been through this. And no matter how, how we try to make rationale out of what's occurring, we have to understand that there is one reason only that this is happening. It is happening because we are going
through a great -- we are going through the
second great depression in the stock market
since the Great Depression. Now, none of
us in this room, or probably none of us in
this room that are elected officers full
time --

(laughter.)

-- or delegates, and we have

some retirees, I know, but ever lived

through that. We did not have to face

that. In 1929, we didn't have to face

that.

Now, we think, because we never

faced it, we don't understand it. And we

try to come up with all kinds of rationale

on why and the this or that or the rules or

not doing this or not doing that. That

really doesn't have a darn thing to do with

it. What this comes down to is low

performance of the stock market.

Now, I don't know how many times

I can say it, but I believe in my heart,

that this is not by accident. I believe it

is intentional. And I don't believe
that -- if you look at what's happening with United, those people are going to lose their pensions. And once they do, other airline industries are going to lose their pensions, because they will file bankruptcy and follow suit. And when they do that, General Motors will do that and Chrysler and Ford and pretty soon there will not be any independent pension funds. They don't want that. If you can't -- I mean, if you can't see what's happening, if you open the newspaper, does anybody read anything good that's happening with pension funds?

FROM THE FLOOR: No.

GENERAL PRESIDENT SULLIVAN: I want to see it. I mean, I'd love to see it. So all we can do as trustees is react to the problem and try to correct it so that they don't take our pension benefits away from us. It's not the pension trustees' fault. It is not their fault. They didn't make the down market. Heck, if any of the trustees could go, any trustee of any fund tomorrow could make the decision to have a
good market, do you think that they wouldn't? Do you think that they wouldn't invest their money someplace where they could get their actuarial assumption rate, that they wouldn't?

We have had a down market in the stock market, and the fixed asset market is down. Now, think about that, generally when the stock market is down, fixed assets go up. Generally, when the fixed assets go up, the market goes down. That has been the tradition since 1929, since after the Great Depression, after it started. That's not what's happened the last three years. It has been called by many in this industry the perfect storm. Now, if you understand what the perfect storm means, it means the perform storm to destroy our pension programs, and I still believe, and I will believe until the day I die, my father said for years, the stock market is manipulated by the wealthy. I believe it.

(Applause.)

And I know that is what they are
1 doing to us.
2
3                   (Applause.)
4
5                And I will go one step further,
6 I know that they do not want us to have
7 these funds. They want to destroy our
8 union, and one way to destroy our union is
9 to destroy our funds. I can't change it.
10 People make mistakes, but let me tell you,
11 on this Fund that we are talking about,
12 there hasn't been any mistakes. The people
13 have done, the trustees prior to us,
14 everybody has done what it took to get the
15 job done. It just isn't there. It isn't
16 there.
17                And, in fact, so that you know,
18 we will be talking about this issue, about
19 the staff pension fund, because it faces
20 the same problems, only it faces a
21 different set of rules because it a
22 singular employer fund, and that's
23 different from a multiple or multi-employer
24 fund.
25                And to be trustee today, you
26 almost have to be --
FROM THE FLOOR: Crazy.

GENERAL PRESIDENT SULLIVAN: Well, you got to have a lot of guts, that's for sure, and a lot of courage, but the fact remains, an attorney, an actuary, give the whole thing to him, and I still don't think you could get the job done and change what the outcome has been.

We are going to try and do these things. We are going to try to restore benefits when we can. That takes a good stock market. We are going to try to take care of retirees through some type of benefit for the moneys that they have paid into the COLA, and to the increase their pensions when they -- as they live longer. That is our goal. That is the principles we abide by. That's it.

I mean, I don't know what else we can say as trustees to make it any clearer. There is nobody in this room that wants to hurt our pensioners, hurt our participants in the Funds or hurt future participants in the Funds or hurt the local
unions. It is a struggle, and we are doing
the best we can.

So with that, I will ask the --
let's see, it's the Resolutions Committee
first, Chairman Roy Ringwood.

COMMITTEE CHAIRPERSON RINGWOOD: Thank

you, Chairman Sullivan. The Resolutions
Committee is ready to continue with its
report, and I would like Secretary Joe
Kerwan to do so.

COMMITTEE SECRETARY KERWAN:

Resolution No. 34, submitted by the General
Executive Council is a separate handout.
It is not in the yellow book. There is a
typo. The date in the "Therefore, be it
resolved" should read January 1, 2005, and
not October of 2004.

The resolution recommends that
the contribution rate for the Local Union
and Councils Pension Fund be increased to
17 percent. The resolved of this
resolution reads as follows:

Therefore, be it resolved that
the contribution rate for the Local Unions
and Councils Pension (Funds Canada and the United States) be increased to 17 percent effective January 1 of 2005. After extensive review and debate, including information presented by Benny Hernandez, the Administrator for the SMWIA Local Union and Councils Pension Fund and COLA Fund, the Committee recommends concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: The resolution is to increase the contribution to LU and C from 15 percent to 17 percent. This will be taken up under constitution amendment, which takes two-thirds majority. This resolution, if passed, will be a resolution, a friendly resolution to the constitutional amendment. It does not change it. It is just a friendly resolution to the constitutional change, which will come up after we get through the resolutions.
On the question, anyone speaking to the question? This takes a simple majority. Seeing none, all in favor? (Chorus of ayes.)


COMMITTEE SECRETARY KERWAN:

Resolution No. 35, submitted by the General Executive Councils, also a separate handout. It is not in the yellow book. The Resolved of this resolution reads as follows:

Therefore, be it resolved, that effective elective January 1, 2005, the Local Unions and Councils COLA Funds (Canada and United States) be terminated, and that any and all assets of these funds be proportionately distributed to the Local Unions and Councils Pension Fund (U.S.) and the Dues Defense Fund (Canada) after making the final COLA payment in 2004, and be it further

Resolved, due to the termination
of these funds, that the task of providing protection against the ravages of inflation on the benefits of retired participants of the Local Unions and Councils Pensions Fund (Canada and the United States) should become the undertaking of the Pension Funds and their respective trustees. These trustees should provide future post retirement benefits, permanent or ad hoc, they being prudent and affordable, and be it further

Resolved, that due to the termination of these Funds, many participants who have had contributions made on their behalf or personally made after tax contributions, will not receive a benefit and, therefore, the trustees of the respective Pension Funds should investigate the feasibility of providing future permanent or ad hoc pension benefit specifically targeted for this group to compensate for their contributions, and be it further

Resolved, it is explicitly
understood, its fiduciaries, the trustees of these Pension Funds can only provide such benefits if and when they are deemed affordable.

After extensive discussion and debate, including information again presented by Benny Hernandez, the Administrator of the SMWIA Local Unions and Councils Pension Fund and COLA Fund, the Resolution Committee recommends concurrence with this resolution, and I move adoption of the Committee Report.

COMMITTEE CHAIRPERSON RINGWOOD: And I would second the motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: Again, this is a friendly resolution for the changes in the constitution.

Any debate, questions?

Seeing no one at the microphones, all in favor, signify by saying "aye."

(Chorus of ayes.)

COMMITTEE SECRETARY KERWAN: That concludes this partial report of the Resolutions Committee.

Thank you.

GENERAL PRESIDENT SULLIVAN: The Chair will now recognize the Chairman of the Constitution Committee, Bruce Word.

COMMITTEE CHAIRPERSON WORD: Mr. Chairman, the Constitution Committee would like to continue its report at this time. We do so by introducing our secretary, Benny Craig Sandberg.

COMMITTEE SECRETARY SANDBERG: He did that awfully quick.

All right. The next amendment to come before you is in the blue book again, No. 39, Article 12, Section 10(a). This amendment addresses changes to the Local Unions and Councils Pension Funds.

First, amend the second line of the second paragraph of the section on page 57 by adding the words "either of the" after the word "under," so that paragraph reads as follows:
Employees of related organizations, however, shall be eligible for coverage under either of the said Sheet Metal Workers' Local Unions and Councils Pension Funds if permitted under its trust agreement and/or Plan, and if such coverage does not adversely affect either said Fund's tax exempt status or its financial integrity.

Section 10(b), amend by moving the current Section (c) to Section (b).

Under Section 10(c), amend by moving current Section(b) to Section(c) and by changing "fifteen" and "(15%)" in lines four and nine to "seventeen" and "(17%)"

and amend the first line by deleting the words "District Council and State" and amend the second and eighth lines by deleting the words "the trustees of," and amend the seventh line by deleting the words "provincial council and district," so that this section reads as follows:

(c). Each U.S. local union and council shall pay each month to the Sheet
Metal Workers' Local Unions and Councils Pension Fund (United States) and amount equal to seventeen percent (17%) of the gross monthly compensation of each covered full-time salaried official and eligible employee, which shall be a standing appropriation and shall not require a vote of the local union or council.

Each Canadian local union and council shall pay to the trustees of the Sheet Metal Workers' Local Unions and Councils Pension Fund, (Canada) up to seventeen percent (17%) of the gross monthly compensation of each covered full-time salaried official as determined by the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada), which shall be in compliance with applicable laws and shall be considered a standing appropriation and shall not require a vote of the local union or council.

Section 10 (d), (e) and (f), we would delete.

New Section 10(d): Amend by
moving current Section (g) on page 58, to
Section (d); and amend the third line by
deleting the words "provincial" and
"district"; and amend the seventh line by
deleting the words "of up to five percent
(5%)" and substituting the words "which is
based on a percentage"; and amend the ninth
line by deleting the period and adding the
phrase "provided that the combined
contributions to the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada) authorized in Section 10(c) and the Canadian Dues Defense Fund shall not exceed seventeen percent (17%) in the aggregate," so that the section will read as follow:

To the extent permitted by federal and provincial laws, and notwithstanding any other provisions of this section to the contrary, each Canadian local union and council shall pay to the Canadian Dues Defense Fund, herein established and maintained by the International Association, an assessment in
an amount to be determined by the trustees of the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada), which is based on a percentage of the gross monthly compensation paid to all full-time salaried officials who participate in the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada), provided that the combined contributions to the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada), authorized in Section 10(c) and the Canadian Dues Defense Fund shall not exceed seventeen percent (17%) in the aggregate.

The Canadian Dues Defense Fund shall be used for the purpose of dealing with uniquely Canadian problems that require particularized attention. The assessment in question shall be a standing appropriation and shall not require a vote of the local union or council.

The rationale behind this, as you just heard, the trustees of the U.S. and Canadian Local Unions and Councils
Pension Funds and COLA Funds met on June 21 and June 22, 2004, and determined that the contribution based on a gross monthly compensation of full-time salaried officials should be increased from 15 to 17 percent, effective January 1, 2005, and that the COLA Funds were no longer viable and should be terminated, effective December 31, 2004.

In Section 10(c), there are also technical amendments, including monthly payments to the pension funds rather than to the trustees of those funds.

With respect to the new Section 10(e), as stated in your blue booklet on page 20, the committee recommends not including this new section in the amendment because the COLA Funds will terminate before the new Constitution booklets are distributed, so the committee believes it is not necessary to include it.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.
COMMITTEE CHAIRPERSON WORD: I second the adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's recommendation, which is to increase the contribution from 15 to 17 percent.

On the question. Microphone No. 1, please.

DELEGATE DOUG POLLEY (Local 85): My name is Doug Polley. I am with Local 85. I noticed we eliminated "trustees" on the United States funds, but we left in the word "trustees" on part of the Canadian fund in Section 10(c).

Each Canadian local union, and then we scratched out provincial, council, and scratched out district council, shall pay to the trustees of the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada).

Should that be eliminated, the word "trustees"?

GENERAL PRESIDENT SULLIVAN: Yes.
Thank you. We will change it to do that, with the elimination of the word "trustees." Thank you very much.

Any other discussion? This is a constitutional change. It takes two-thirds majority vote.

Any other discussion? Seeing no one at the microphones, all in favor kindly signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Motion adopted.

What you have done is by increasing the contribution rate and adjusting the accrual, we are prepared for the worst and we will maintain the ability to restore benefits if the funding improves.

It is that simple. We have prepared for the worst, and we will be able to do the restoration of benefits when the funding improves.

COMMITTEE SECRETARY SANDBERG: The
next amendment that needs attention is
Constitutional Amendment No. 75, and 75
affects the following provisions of our
Constitution: Article 10, Section 2(b);
Article 16, Section 6(e); Article 21,
Sections 12(a), (b), (c), and (d); Article
22, Section 6(b); Article 22, Section
7(a) and (b); Article 22, Section 13(d);
Article 23, Sections 2(a) and (e).

Using Article 10, Section 2(b) on
41, as the template, we would amend the
third line of the second paragraph by
deleting "contributed to the Sheet Metal
Workers' Local Unions and Councils COLA
Fund" and substituting the phrase
"apportioned on a basis determined by the
General Executive Council between the Sheet
Metal Workers' Local Unions and Councils
Pension Fund (United States) and the Sheet
Metal Workers' Local Unions and Councils
Pension Fund (Canada) and/or the Canadian
Dues Defense Fund" and add a final sentence
to the paragraph which reads, "General
Executive Council has the authority to
change the contribution from the Sheet Metal Workers' International Association Staff COLA Fund to the Sheet Metal Workers' International Staff Pension Fund so that the paragraph will read as follows:

At least 35 percent of the fees collected pursuant to this section shall be paid to the General Fund and up to 5 percent shall be apportioned on a basis determined by the General Executive Council between the Sheet Metal Workers' Local Unions and Councils Pension Fund (United States) and the Sheet Metal Workers' Local Unions and Councils Pension Fund (Canada) and/or the Canadian Dues Defense Fund and up to 5 percent shall be paid to the Sheet Metal Workers' International Association Staff COLA Fund.

The General Executive Council has authority to change the contribution from the Sheet Metal Workers' International Association Staff COLA Fund to the Sheet Metal Workers' International Staff Pension Fund.
The rationale behind this, with the termination of the Local Unions and Councils COLA Funds, revenue derived from initiation fees, reinstatement fees, reinitiation fees can no longer be contributed to those COLA Funds.

Instead, the revenue generated from fees will be contributed directly to the Local Unions and Councils Pension Fund (United States) and the Canadian Dues Defense Fund, apportioned on the basis determined by the General Executive Council.

Currently, Canadian law prohibits a portion of these fees from being contributed to the Local Unions and Councils Pension Fund (Canada). However, the wording of the amendment is to provide flexibility if there is a change in Canadian law that would allow contributions directly into the Canadian Pension Fund prior to the 2009 General Convention.

If the Staff COLA Fund no longer remains viable and the trustees decide to
terminate it prior to the 2009 General Convention, the General Executive Council has the authority to transfer the 5 percent contribution to the Staff Pension Fund instead.

The committee recommends concurrence with the proposed amendment. I move adoption for of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption.

GENERAL PRESIDENT SULLIVAN: You heard the committee's recommendation. It is to transfer the moneys that currently go from initiation fees into -- that currently go into the COLA Fund into the Pension Fund of the United States and the Dues Defense Fund of Canada. That is the legal way that we can do it. We can't put into the Canadian pension fund.

It also allows for the International to take its portion of the initiation fees that goes into its COLA Fund and transfer those into the Staff
Pension Fund.

On the question. Any debate?

Any questions. This again takes a two-thirds majority vote.

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: The next amendment would be Amendment No. 21. Article 2, Section 13(a).

This amendment would allow the trustees of the staff pension plan to transmit up to two dollars ($2.00) if needed to continue the operation of the plan between now and the 2009 Convention.

You would amend the third sentence beginning on line 6 of this section, on page 18, by changing the dollar figure from one dollar and twenty-five cents ($1.25) to two dollars ($2.00) so that the third sentence will read as
follows:

The General Secretary-Treasurer is directed to transmit up to two dollars ($2.00) for the purpose of assuring the continued operation of said plan.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second that adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Is there any discussion? Microphone No. 6.

DELEGATE LOUIE PETRICCA (Local 285):

Yeah. Louie Petricca, Local 285.

Mr. Chairman, this $2.00, what is it, $2.00 per member per month that is contributed to this fund?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE LOUIE PETRICCA (Local 285):

How many participants in this fund?

GENERAL PRESIDENT SULLIVAN: As far as staff -- are you talking about participants to put the $2.00 in, or are you talking
about people on pension?

DELEGATE LOUIE PETRICCA (Local 285):
People on staff pension fund.

GENERAL PRESIDENT SULLIVAN: Okay. It seems to me that we have got about 60 people making contributions, and there are approximately 150 to 180 that are currently drawing pensions.

Any other questions?

The Staff Pension Fund has the same problems as the LU&C Fund, the same problems.

Seeing no further discussion, all in favor of the motion, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:
Mr. Chairman, it was just a matter of time. I skipped one amendment, so that is going to drive the audiovisual people crazy, but they will get over it.
The next amendment that needs attention is Amendment No. 89. That would be the Article 2, Section 13(g).

This amendment will allow the International Association to stop contributions in the event the Staff COLA Fund is dissolved.

Change the fourth word of the first sentence of this section on page 19 from "shall" to "may," and it would read as such:

The International Association may contribute 1 percent of gross monthly compensation to the Sheet Metal Workers' International Association Staff COLA Fund.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

On the question. Any speakers?

Seeing none, all in favor, say
aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: That concludes the partial report of the Constitution Committee.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you. The rules say that the meetings will run from 9:00 until noon and from 1:30 to 5:00. It is currently just a few moments after 5:00, but there was a substantial amount of business that was on the agenda today that we were unable to conclude.

I would ask for a motion to start the meeting in the morning at 8:30 so that we can get a start on it and try to catch up with the agenda.

(Moved from the floor.)

Is there a second?

(Seconded from the floor.)

All in favor.
(Chorus of ayes.)

Opposed?

(No response.)

Thank you. The Chair will now recognize Secretary-Treasurer Kelly for announcements.

GENERAL SECRETARY-TREASURER KELLY:

Once again, the buses will be at the 8th Street entrance of the hotel to go to Navy Pier beginning at 5:30, and they will continue running back and forth.

Northwest District Council has pledged $1,000 to Make-a-Wish, southeast also $1,000. Great Plains, $1,000, and the Southwest Council, $1,500.

A pair of eyeglasses was left in the Lake Erie Room where the Sign Council had their meeting this morning. If they are yours, you can pick them up in our offices upstairs, PDR No. 2, and that concludes all of the communications,

Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: We will stand adjourned until 8:30 in the morning.
(At 5:00 p.m., Tuesday, August 24, 2004, the Convention recessed, to reconvene at 8:30 a.m., Wednesday, August 25, 2004.)
INTERNATIONAL ASSOCIATION

WEDNESDAY'S PROCEEDINGS

41st General Convention

August 25, 2004

Chicago Hilton Hotel

Chicago, Illinois
THIRD DAY

Wednesday, August 25, 2004

Chicago Hilton Hotel
Chicago, Illinois

The 41st General Convention of
the Sheet Metal Workers' International
Association was called to order at
8:30 a.m., Wednesday, August 25, 2004, in
the Chicago Hilton Hotel, Chicago,
Illinois, General President Sullivan
presiding as Chairperson.

GENERAL PRESIDENT SULLIVAN: Can I get
the delegates to kindly take their seats.
Can I get the delegates to kindly take
their seats, please.

Good morning. Did you have a
good time last night?

(Applause.)

Secretary-Treasurer Kelly outdid
himself again, and he says if you think
that was good, wait until tonight, so we
have a lot to look forward to. At this
time the Chair will recognize
Secretary-Treasurer Tom Kelly.
GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mike.

We have today Fr. Presta from St. Joseph's Catholic Church for our invocation. Father.

FATHER PRESTA: Let us pray. Lord God, we thank you for this day, and we thank you for the blessing that will be ours on this day.

We pray for many things and many concerns. We pray, first of all, for our world. We pray for those gathering in Athens in the Olympics. For all of the men and women competing, that through sportsmanship there will be the promotion of goodwill among nations and the blessing for the world because of it.

We pray for war torn nations like Iraq and the Holy Land and the Sudan. We pray for those who suffer violence at the hands of others, and we pray for our nation as we begin and as we continue to prepare for the November elections.

Lord help us to choose wide and
good leaders to lead our nation, and we
especially pray this day for our sheet
metal workers who have gathered at this
Convention from around the nation. For the
good work of the sheet metal workers, for
family and friends, and for their many
intentions that they may bring this morning
to our prayer.

We ask, Lord, that you gather
all of these things, gather all of these
concerns and these people into your hands
and bless them. Bless the leadership of
this conference and bless those who have
prepared for this conference and bless all
of the good work that they do.

We ask this always in the name
of Christ our Lord. Amen.

GENERAL SECRETARY-TREASURER KELLY:

Father, thank you very much for your
inspirational words and your blessing this
morning. On behalf of General President
Sullivan, the General Executive Council,
and our delegates, please accept this and
this gift bag, our convention gift bag for
your use.

FATHER PRESTA: Thank you very much.

God bless. God bless your proceedings.

GENERAL PRESIDENT SULLIVAN: The first order of business today is, I need to -- we would like to extend through the lunch hour so we can move. We are a little behind on the agenda, as I mentioned yesterday.

We would like to work through the lunch hour and try to work until about 2:30, around that time. If I could have a motion to do that, it would be much appreciated.

UNIDENTIFIED DELEGATE: So moved.

GENERAL PRESIDENT SULLIVAN: I know this is a toughie.

UNIDENTIFIED DELEGATE: Second.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded. All in favor, say aye.

(Chorus of ayes.)

Opposed?

(No response.)
Thank you. Today's conductors will be Roger Fewkes, President, Local Union 206, San Diego, California; Robert Champion, Business Representative, Local Union 218, Springfield, Missouri; Jim Russell, Local Union 177, Nashville, Tennessee; Tad Coatsworth, Business Representative, Local Union 104, San Jose Office in California; Samuel Fuller, the son of Butch Fuller, Business Representative, Local Union 7, Lansing, Michigan; Patrick Doyle, Business Representative, Local Union 19, Philadelphia, Pennsylvania; Ernest Angelbeck, Business Representative, Local Union 36, St. Louis, Missouri; Gary Benshoof, Local Union 45, Des Moines, Iowa.

Also on May 1st of this year -- I hope they are in the room, I am looking. We chartered a brand new local union and that local union is Local Union 41, which was my old local number, and it is in San Juan, Puerto Rico, and with us today we have the business manager of the local,
Ruben Rodriguez. Ruben, are you in the
room? Stand up. There he is.

(Applause.)

We also have two members that
are present, with him, Daniel Crespo,
Daniel, are you in the room? And Pedro
Jones, are they here?

Well, we want to welcome you to
your first ever convention, and these guys
have really done a lot to help us start a
local union in San Juan, and we are -- we
have big hopes and are looking forward to a
long-term relationship.

Ruben told me -- he assured me
that his local union would be the largest
local union in this International, and I
said, "Ruben, get it done." Thank you,
Ruben.

(Applause.)

You know, the other day we have
had some speakers talk a lot about the
political arena and what is going on, and
they have had a lot to say about the
veterans. And, you know, in our campaign
that is going on for the President of the
United States, it was said that there was a
lot of, of course, controversy and a lot of
people that are not telling quite the true
story about what is going on.

Coming in this morning, one of
our members said that while we have been
here in the last couple of weeks, we have
lost 11 of our soldiers in combat. At this
time, I would like for all of our veterans
to please stand.

(Delegates standing.)

(Applause.)

I would like for you to stay
standing, please. I would like for you to
stay standing.

You know, it was said
yesterday -- and I think it was said a lot
more eloquently than I could state it, but
it was said, if anything is to be said in
this campaign to our veterans, it is two
words, two very simple words.

There shouldn't be any
derogatory remarks about anyone that
serves, so I will repeat those two words on behalf of our membership of 150,000 and say it to all of you, thank you.

(Standing ovation.)

Thank you. I would like now to show a video about our veterans.

(Video played in honor of the veterans.)

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Those are our members that are currently serving, and I know we are very proud of them, as we should be.

At this time I will call on the Chairman of the Resolutions Committee, Roy Ringwood.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, Chairman Sullivan. The Resolutions Committee is prepared to continue its report starting with Resolution 27.

Secretary Joe Kerwan.

COMMITTEE SECRETARY KERWAN: Thanks, Roy. Good morning.

Resolution No. 27 introduced by
the Resolutions Committee in support of the National Coordinating Committee for multiemployer plans is a separate handout. It is not in the yellow book.

This resolution encourages local unit benefit funds to become members of the NCCMP. The resolve of this resolution reads as follows: Therefore, be it resolved that the delegates to this 41st Convention shall direct each and every building trades local union to urge their benefit funds to participate in the NCCMP.

And be it further resolved that the trustees of the benefits funds are to be encouraged to participate in the NCCMP for as long as this organization continues to operate as a recognized spokesgroup for all multiemployer plans including multiemployer building trades plans.

The committee recommends concurrence with this resolution, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second the motion, Mr. Chairman.
GENERAL PRESIDENT SULLIVAN: You have heard the committee's recommendation. Any speaking?

This will encourage our locals to join and help in the fight to save our pension benefits in the Congress of the United States.

All in favor of the motion, please signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY KERWAN: That concludes this partial report of the Resolutions Committee.

GENERAL PRESIDENT SULLIVAN: The Chair will now recognize the Chairman of the Constitution Committee, Bruce Word.

COMMITTEE CHAIRPERSON WORD: Good morning. Mr. Chairman, at this time the Constitution Committee would like to continue their report, and I would call upon Secretary Craig Sandberg to do so.
COMMITTEE SECRETARY SANDBERG: Good morning.

The next two amendments that we are going to be addressing this morning deal with the Accidental Death and Dismemberment Fund. Amendment 19 increases the benefits, and Amendment 20 limits the eligibility.

The first would be Amendment No. 19 in your blue book. Amend Article One (1), Section 9(a). Amend the dollar figure in the sixth line of this section on page 13 from five thousand dollars ($5,000.00) to seven thousand five hundred dollars ($7,500.00), and amend the dollar figure in the last line from fifteen thousand dollars ($15,000.00) to twenty thousand dollars ($20,000.00) so that the second sentence of this section will read as follows:

Such benefits shall not exceed the sum of seven thousand five hundred dollars ($7,500.00) per member, except that in the event the General Executive Council
determines that the cost of an increased
benefit is feasible, it may, without
further convention action, authorize such
increase to an amount not exceeding twenty
thousand dollars ($20,000.00).
The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.
COMMITTEE CHAIRPERSON WORD: I second
the adoption.
GENERAL PRESIDENT SULLIVAN: You have
heard the committee's recommendation. Any
speaking?
Seeing none, all in favor
signify by saying aye.
(Chorus of ayes.)
Opposed?
(No response.)
Adopted.
COMMITTEE SECRETARY SANDBERG:
Amendment 20 in your blue book, Article One
(1), Section 9(b). This amendment has been
modified by the committee to include the
words "associate members."
Amend by adding a second sentence to this section on page 13 which will read as follows: Members on withdrawal card, limited members, special limited members and associate members are not eligible for this insurance benefit.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's recommendation. Any speaking on the question?

Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: The Disaster Relief Fund was established by the General Executive Council in 1999 and added to Article Ten (10), Section 16 of our
Constitution by the delegates of the '99 Convention.

However, this fund should also be listed in our constitution with the revenues and funds of the International.

The Proposed Amendment No. 16 Article One (1), Section 6(b), that would be to amend the second line of this section on page 9 by deleting the word "three" and substituting the word "four" and amend line three by adding the "Disaster Relief Fund" so that the section will read as follows:

Except as otherwise provided in this Constitution the revenue of this association shall be divided into four (4) funds: Namely, the General Fund, the Strike/Defense Fund, the Disaster Relief Fund, and the General Convention and Business Managers and Business Representatives Conference Fund.

The committee recommends concurrence with this proposed adoption. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
that adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee report. Is there any speaking on the question?

Eddie, I thought you were going to the microphone.

GENERAL PRESIDENT SULLIVAN: All in favor, kindly signify by saying "aye."

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG: The next amendment would be Amendment No. 17 in your blue book, Article One (1), Section 6(d), amend by reordering Section 6(d) through 6(i) to become Section 6(e) through 6(j), and by adding the following new section:

The Disaster Relief Fund shall be maintained and disbursed in accordance with Article Ten (10), Section 16 of this Constitution.

The Committee recommends concurrence with the proposed amendment. I
move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption.

SECOND GENERAL VICE PRESIDENT MOYER:

You heard the recommendation of the Committee. Seeing nobody at the microphones, all those in favor, say "aye."

(Chorus of ayes.)

The motion is adopted.

COMMITTEE SECRETARY SANDBERG: The next amendment will be Amendment No. 73, Article Thirty (30), Section 4(b). This amendment clarifies that the General President's discretion with respect to the payment of strike benefits extends to permitting strike benefits to begin earlier than as stated in Section 4(c) and also for fractions of weeks when extenuating circumstances exist.

Therefore, amend the Section on page 119 by adding an exception to the end of the Section so that the Section will read as follows:

This Association shall not be
under obligation to pay strike benefits in any particular strike. Such benefits shall be paid solely in discretion of the General President and then only subject to the terms and conditions provided for in this Article, except that the General President may in extenuating circumstances waive the requirements of Section 4(c) of this Article concerning when strike benefits begin and pavement of benefits for fractional weeks.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption.

SECOND GENERAL VICE PRESIDENT MOYER: You heard the recommendation of the Committee. Are there any speakers? Seeing none, all those in favor, say "aye."

(Chorus of ayes.)

Opposed, say "No."

Recommendation adopted.
COMMITTEE SECRETARY SANDBERG: The next amendment would be Amendment 74, Article Thirty (30), Section 4(h). Amend this section and page 121 by changing "Ten Thousand Dollars ($10,000)" in the sixth line to "Fifteen Thousand Dollars ($15,000)" so that the section will read as follows:

Whenever it is deemed necessary by the General President, he may authorize payments to assist in defraying expenses of a strike committee, whether or not in addition to the strike benefits provided above, in such amounts and by such methods of payment as he may, in his discretion, decide, provided that no such payment shall exceed the sum of Fifteen Thousand Dollars ($15,000) in any one strike without the approval of the General Executive Council.

The rationale behind this is that the strike fund is in good shape and can handle this 50 percent increase. If authorized by the General President, a sum up to the maximum may be sent to a local
union strike committee to help defray its
expenses.

The Committee recommends
concurrence with this proposed amendment.
I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD:  I second
the adoption.

SECOND GENERAL VICE PRESIDENT MOYER:
You heard the recommendation of the
Committee.  Is there any on the question?

Seeing nobody at the
microphones, those in favor, say "aye."

(Chorus of ayes.)

Those opposed, say "no."

Recommendation adopted.

COMMITTEE SECRETARY SANDBERG:  The
next amendment would be Constitutional
Amendment No. 86, Article Thirty (30),
Section 4(d), it's not in your booklet.
The Amendment No. 86 is not in your
booklets. It was handed out on Monday.
This amendment addresses how eligibility
for strike benefits will be determined when
a member pays his or her dues through a
dues check-off program like most production
shops.

We would amend the sixth line of
this Section after 20, by adding the word
"strike" following the language in italics,
so that the Section would read:

No member shall be eligible for
strike benefits unless prior to the strike
his dues and other obligations have
actually paid and properly recorded on
official receipt. In accordance with the
provisions of this constitution. At least
for the current month in which the strike
occurs and in advance for at least each
current month thereafter during the period
of the strike, unless the member is on the
dues check-off.

If dues have been withheld from
the employee's wages by his employer
pursuant to a valid check-off authorization
and company has failed to remit the dues
prior to the strike, the member will be
eligible for strike benefits if his dues
are paid for the month prior to the strike.
A member on dues check-off must then continue to pay his dues during the period of the strike but is not responsible for the month of dues withheld by his employer. Members who fail to comply with said requirements shall forfeit all rights to strike benefits.

The Committee recommends concurrence with the said amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption.

SECOND GENERAL VICE PRESIDENT MOYER: You heard the recommendation of the Committee. Is there any on the question? Seeing no one on the microphones, those in favor, say "aye."

(Chorus of ayes.)

Those opposed, say "no."

Recommendation adopted.

COMMITTEE SECRETARY SANDBERG:

Mr. Chairman, that concludes the partial report of the Committee.

GENERAL PRESIDENT SULLIVAN: Thank
you. Thank you, Bill.

Will the Escort Committee please bring the President of the Building and Construction Trades Department, President Ed Sullivan, for some remarks.

It is with great pride that I welcome our next speaker. Ed Sullivan is a great labor leader who brings his vision and leadership at a very difficult time in our history of our organizations. He has a very difficult job as President of the Building and Construction Trades.

I have seen -- and when you think about that, trying to get all those egos together and move in one direction, you think about how difficult that is.

I have seen a side of him that is honest and caring and trustworthy. I consider this man a close and dear friend of mine and of every single one of us in this room. Ed Sullivan worked as a construction mechanic and a maintenance adjuster for 17 years at his local in Boston, Massachusetts. The members of his
local, IUEC Local 4, recognized his leadership and elected him Business Manager in 1981. He served in that capacity until he became assistant to the General President in 1996.

Two years later, he was again recognized for his leadership when he was elected to become the new President of the Elevator Constructors.

Because he has been fighting the good fight ever since, he started his career as a probationary helper in 1961, he has chosen to become President of the Building and Construction Trades. He serves with me on the AFL-CIO Executive Council and Chairman of the Board of Directors of the National Coordinating Committee for Multi-Employer Plans and the Center to Protect Workers' Rights.

He is a man with incomparable spirit and energy. He is the Secretary-Treasurer of Ullico, a member of the AFL-CIO Housing Trust, the Diabetes Research Foundation, the Working for
America Institute, and the Theodore Roosevelt Conservation Partnership.

My fellow brothers and sisters, please give our dear friend a warm welcome to a man that I am proud to call a friend, and our Building Trades President, Edward C. Sullivan.

(Standing ovation.)

BUILDING AND CONSTRUCTION TRADES

PRESIDENT SULLIVAN: Thank you all. Thank you, Mike, for that kind introduction, and thank you for inviting me to be a part of your convention. It is an honor to be here on behalf of the Building Trades Department and to extend to you the best wishes from our governing Board of Presidents.

President Sullivan, Secretary-Treasurer Kelly and their team of leaders, not just for the Sheet Metal Workers but industry wide, your efforts have not gone unnoticed from coast to coast in the United States and Canada. You set a high standard of craftsmanship on the job and political activism in your communities.
The Sheet Metal Workers have always been on the front line of advancing the cause of working men and women, and that commitment continues today.

President Sullivan has made the critical difference on many, many occasions for the Building Trades. He is a leader of the Building Trades' efforts to develop joint initiatives with the Construction Users Round Table, also called CURT, which will benefit our whole industry for years to come. He led the effort in developing the first positive changes in our Jurisdictional Disputes Plan in a generation. Not an easy task. Every difficult job that has come up at the Building Trades that I needed to put a committee together, you wouldn't think I would do this to such a friend, but I always ask Mike to take the tough ones, and he does.

And it requires a lot of work and effort, not only does he do his job at the Sheet Metal Workers but he has really
helped us a lot at the Building Trades.

Mike, you do your members proud.

We have been through many battles over the years, but today, we find ourselves together again in what may turn out to be our toughest battle of all, the fight to defend the American dream for working men and women. We are gearing up to help defeat the most anti-union administration in this country's history. No one can sit this one out. The stakes are too high for every union member in this country. Hats off to the Sheet Metal Workers for stepping up to the front line of this battle. Fighting back on many fronts is what 2004 is all about. We have no choice.

This year, while you were strengthening your apprenticeship training programs, the Building Trades Department was exposing the ABCs failed and flawed training programs all across this country. When Secretary of Labor Elaine Chao tried to expedite registration of the ABC sham
programs, we blew the whistle on them and
drew national attention to this disgrace.
The Building Trades Department launched a
national study of the ABC programs. In
state after state building trade unions are
demonstrating that we provide the real
training for construction workers while the
ABC's programs constantly come up short.

(Applause.)

We have taken those study
results to the Department of Labor and
demanded action to raise the bar on program
standards and hold the ABC accountable for
their failing programs. Because Secretary
Chao has failed to act and continues to
protect and promote the ABC, we filed rule
making petitions to force action.

Senator Ted Kennedy from
Massachusetts and Senator Patty Murray from
Washington State have also called for an
investigation by the government accounting
office. We intend to keep up the pressure
on this issue until it is resolved and
ABC's fraudulent apprenticeship programs
are shut down.

(Applause.)

I am sure it will come as no surprise to you when I report that our nation's capital has become a hostile environment for organized labor. The Bush administration and a group of right-wing Congressional leaders are working tirelessly to take away the rights of American workers. They are determined to roll back the clock on the progress that we have made over the last century.

The ABC and other anti-union groups are pouring millions and millions of dollars into their campaigns to make sure they succeed in taking down our unions and all that we stand for.

The Building Trades Department is in a daily struggle to prevent them from undercutting and undermining our unions. It is an uphill battle that will continue to become more difficult until we change the anti-worker powers-that-be in the White House and Congress. It is up to all of us
to do it, and now is the time.

(Applause.)

Davis bacon protections, project labor agreements, health and pension plans, rights to organize, federal construction funding, Social Security are all at risk under this administration. If we don't do everything we can to achieve a regime change in Washington, D.C., in November's election, we will pay a terrible price as we reap the consequences for the next four years.

We must do whatever it takes to unite our forces to strengthen our position and maximize our resources both locally and nationally.

In Washington, our legislative task force is working nonstop to address amounting number of critical bills. Considering that this administration has watched thousands and thousands of jobs disappear daily due to its lack of economic leadership, you must wonder why they refuse to support bills that would actually create
jobs for American workers.

American jobs, health care and pension plan protection must become front burner topics in the upcoming Presidential and Congressional elections.

As you know, the Building Trades Department is supporting U.S. Senator John Kerry for President. Senator Kerry has the strongest chance to defeat the most anti-union president in this century. That is our goal and we cannot lose site of it for a second. The stakes for every union family are so high.

There will be no winner by Supreme Court decision this time. In supporting the Kerry-Edwards ticket we are defending the American dream. We are supporting the greater cause.

John Kerry understands that there is no American dream without American jobs. And if we mobilize men and women throughout the nation to vote in their own best interests instead of corporate interests, we will win in November and
restore the American dream that our unions helped to build.

(Appause.)

To that end, the Building Trades have increased the depth and scope of our front line political program. This targeted grassroots effort is designed to turn up the volume to send a message that will not be forgotten in between elections.

The front line program is fighting to defend the American dreams and the very things that every worker should be entitled to; a good job at a good wage, affordable health care, fair and safe working conditions, and a secure retirement.

The Building Trades, with support from your great union, will make sure our front line candidates are victorious in our targeted Congressional races. Corporations may fund our opponents' campaigns, but it is the American working class that carries this nation financially on its shoulders.
Working men and women of the building trades must push back much harder at the ballot box this year or we will be over run. We need every one of you standing with us on the front line of this battle. We also must increase our organizing efforts in every state to tip the scales in our favor on the work sites and at the polls.

Now is the time to respond with everything we have got to save a century of progress from being destroyed. In the halls of Congress, in federal courts, at the Democratic Convention in Boston and in targeted Congressional elections across the country, we have been on the move. 2004 is shaping up to be the most important year in the history of organized labor. We have never had so much on the line in a national election, so much to lose or so much to gain.

The Building Trades have worked hard to keep the jobs issue on the front burner of this election year. It was
gratifying to hear our message echoed in
the speeches of every leader who addressed
the Democratic Convention. Most
importantly, John Kerry and John Edwards
not only understand our concerns, they are
prepared to do something about them.
That's why we are strongly supporting them.
We are not in this fight because
of what the Bush administration and their
cohorts have already done to demean and
divide and demolish organized labor,
although that would be reason enough to
oppose them. We are not opposing George
Bush and Dick Cheney because of how
terribly their first four years have been
for working families, although that would
be reason enough.
Brothers and sisters, the truth
is, we are in that fight because, as bad as
this administration has already been, we
know they're just getting starting. We are
opposing the Bush-Cheney administration
because of how much worse things will
become if they are given another four years
to destroy all that we stand for.

If we sit back and allow them to
get four more unrestrained years, there
will be no limit to what they will do to
 crush workers' rights to organize, bargain
collectively, to export our jobs to foreign
countries, to cripple our pension plans,
and to erase Davis-Bacon protection, and to
destroy our union's ability to fight back.

If we fail to take a united
stand right now, there will be no stopping
the ABC or Secretary Chao and the
corporations controlling them. The
building trades must be united as never
before.

Unions built the American Dream,
and unions must fight again to protect it
this fall.

In the weeks ahead, we intend to
mobilize millions of trade unionists and
their families across this country to
support the Kerry-Edwards ticket. We
cannot allow them to distract and divide
voters with wedge issues, as they have in
the past. They want to trick our members and their families into believing that this election is about Gods, gays, and guns.

    Well, we must not fall for that act again. We must counter them with our own four-letter word, J-O-B-S, jobs.

    (Applause.)

    We must focus all working families on the issue that really matters to their future, jobs, and we must convince all working men and women that this is their fight, too.

    Now is the time. Workers across America are looking to you, counting on you to hold the line for labor in these elections. We are looking to you to be the outstanding leaders in this fight. There is an incredible amount of work to be done to win this fight, but we know we can do it.

    So let's mobilize every sheet metal worker into our union army, moving across this country on the road to victory, and we will celebrate a new day for working
families on November 2nd.

Thank you for your help and hard work to that end. May God bless America, God bless the sheet metal workers, and God bless the building trades. Thank you very much for having me.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:

Eddie, as a good building tradesman that you are, we want you to look around this room and see what our members have done, how we have decorated this hall.

These flags, both Canadian and America, were made by our members and our production workers. This car from Local 71 in Buffalo, the arches from Local 36 in St. Louis. Local 7 in Michigan, the airplane; Local 12 in Pittsburgh, the railcar, and these plaques are what we consider our building blocks across the front here, from each individual local from the East Coast to the West Coast. And Local 73 here in Chicago got this all together and did a fantastic job.
All of the lettering was done by our Local 137 in New York, our sign workers local, and, once again, all of the ductwork and everything was done by Local 73. Rather than give you the traditional gifts that are given out at conventions, we have for you this box made by our members of Local 104, San Francisco.

Edward C. Sullivan, president, National Building Trades.

NATIONAL BUILDING TRADES PRESIDENT SULLIVAN: Beautiful. Thank you so much.

(Applause.)

I hope they put the tools in there so that I can work on that car. I did not realize you were giving me a car, Mike. Thank you very much, and you guys do the best work.

I mean, when you look at what you make and what you build and listen to what the ABC talks about doing, we have the real training programs and the real skills, and we are going to win this battle.

Thank you so much.
(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Just to show you the kind of things that are going on, the Building Trades has their 527, and we are focusing on jobs in the battle ground states.

And when Eddie tried to put this together, President Sullivan tried to put this together, there was no opposition from the governing boards of presidents within the Building Trades, but when it came time to pony up the $100,000, all of a sudden there were some people that did not participate. Some of the crafts refused to participate.

I have to tell you, he is doing a great job with our political efforts and protecting jobs for American workers and for our members. And when you see those ads in your areas, in the battle ground states, know that you helped pay for a part of those.

But also remember there were a few, who we will be talking about a little
later, that did not participate, and I say
shame on them. And it makes Ed's job
tough, but he does stand up for working
people and for the Building Trades
throughout the United States and Canada and
he does a great job and he is a dear
friend.

And, Ed, thanks again for being
with us.

(Appause.)

I will now call on the Chairman
of the Credentials Committee, Chuck Holt
for a final report.

COMMITTEE CHAIRPERSON HOLT:

General President Sullivan, General
Secretary-Treasurer Kelly General Executive
Council, delegates and guests, the
Credentials Committee would like to
recognize and thank the International staff
for the help they have provided to the
committee. With their help, the committee
was able to accomplish the task given to
them.

We would like to give special
recognition to General President Sullivan
and General Secretary-Treasurer Kelly, also
International Representative Brad Plueger,
who was assigned to our committee.

He not only gave us guidance,
but pitched in and worked, helped us with
the bags. Mailing all of the material,
stuffing bags, and on behalf of the
committee, I would like to thank you, Brad.

Also, the International offices,
special thank to Kathy Bishop and Jackie
Bennett who worked -- well after we were
off going to the receptions, they were
still working up in the office, and I can't
thank them enough.

The Credentials Committee is now
prepared to give a final report. Secretary
Joe Maraccini.

COMMITTEE SECRETARY MARACCINI: Thank
you, Chairman Holt. Before I give the
final committee's report, you heard Brother
Holt give an awful lot of thanks up here.
I have been on a few committees
in the 25 years I have been a member of the
Chairman Holt conducted himself in a general and professional manner throughout the two weeks plus the four days we went back to Washington, D.C., to tally up and accredit all of the credentials, so please join me in giving Brother Holt a round of applause.

(Applause.)

The committee reports as follows: We note that while 496 credentials were cleared by the committee at the Convention, not all potential delegates appeared before the committee to claim their credentials. There have been three credentials that have not been claimed and one delegate had to leave. Therefore, we report 492 delegates to this Convention. Of the 492 delegates, 483 are representing 127 local unions, and nine councils are represented.
We report that there are 482 delegates eligible within the meaning of the Constitution and Ritual to nominate and elect general officers of the Sheet Metal Workers' International Association.

Of the numbers reported of the delegates, local unions and councils, delegates representing 126 local unions may cast 2,783 votes for the election of general officers to the Sheet Metal Workers' International Association.

Mr. Chairman, that concludes the report of the Credentials Committee. I so move the report be adopted.

COMMITTEE CHAIRPERSON HOLT: I second that report.

GENERAL PRESIDENT SULLIVAN: You have heard the Credentials Committee report. This will be their final report.

Any questions?

Seeing none, all in favor of the committee's final report on credentials, kindly signify by saying aye.

(Chorus of ayes.)
Opposed

(No response.)

Adopted. Thank you and I dismiss the committee with the gratitude of the Convention. Thank you.

It is now customary or it has been customary within our International Association on Wednesday morning to have the nominations and elections of officers, and at this time I will now recognize Temporary Chairman Chuck Holt to conduct the nomination and election process.

TEMPORARY CHAIRPERSON HOLT: Thank you, General President Sullivan.

I now declare this Convention open for the purpose of electing the officers of the Sheet Metal Workers' International Association.

Before the nominations I wish to advise that only delegates who have been elected by secret ballot of the membership of their local union are eligible to nominate and vote in the election of the officers of this Convention.
Delegates from state, provincial, or district councils are entitled to nominate but are only entitled to elect officers of this Convention if they were elected by secret ballot by the members of the local unions that make up their state, provincial, or district councils.

In the event there are contests for one or more general offices, a single roll-call should be conducted for all such contested general officers which shall be conducted at the conclusion of a vote of all general officers for which there is no contest.

Delegates that wish to be recorded as additional seconds to nominations of general officers may do so by giving their name, local union number, and each officer or officers they are seconding to GENERAL PRESIDENT SULLIVAN reporters at the close of the session or prior to the close of the Convention.

Nominations for General
President are now open. The Chair now recognizes Jay Potesta, Business Manager, Local 20, Indianapolis, Indiana, from the podium.

DELEGATE JAY POTESTA (Local 20): Good morning.

(Good morning from the floor.)

Thank you, Brother Chairman, Brother General President Sullivan, Brother General Secretary Kelly, my fellow brother vice presidents, and my brother and sister delegates and guests of the 41st Convention.

I have been blessed, brothers and sisters, having had this honor twice before, in Pittsburgh in 1994 and again five years ago in Las Vegas.

In Vegas, I spoke about being on the threshold of a new millennium. We are again at a threshold, a threshold of a new age, one that is centered on global issues, technological information, and strong beliefs.
I feel extremely honored and humbled to stand before you to nominate a brother who will be at the helm of leading this great International Union. While the world around us is focused on the new age, he reminds us that it is people who make the difference, people who are the essence of the union.

Good leaders make people feel that they are at the very heart of the things, not at the periphery. Everyone feels that he or she makes a difference to the success of an organization. When that happens, people feel centered and that gives their work meaning.

Brother President Sullivan has instilled in us that each of us has contributed to the success of our union, that each member is a strength of the hole. In 1999, I shared with you his journey to leadership of this great union. Since then, his efforts continually grow and expand this great International Union.

I am compelled to repeat the
accomplishments he spoke of in his keynote address on Monday, such as union trustee training programs, increase the youth-to-youth program participation, 83 union subsidized organizers, increased participation in degree programs for apprenticeship experience, established on-line resources for union officials to assist in building a strong reference library for jurisdictional claims, increased market share.

And, by the way, congratulations to Brother Business Manager Ruben Rodriguez of Local Union No. 41, Puerto Rico. His journey since 1973 has served as a beacon for our local union to light the way to unite and strengthen us. His outstanding negotiating abilities raise the quality of contracts. He revised the plan for settlement of jurisdictional disputes, completed a new national agreement for manufacturing of round and spiral systems, National Food Service Equipment Addendum, and revisions to the
National Construction Agreement and the National Siding and Decking Agreement, instituted corporate campaigns against corporate consolidations to eliminate nonunion companies, published a new SFUA, standard form of union agreement, in 2001 with SMACNA.

His efforts don't stop there. He has worked to obtain funding for the National Center on Energy Management and Building Technologies from the federal government, through naming a much debated an often maligned program.

In 2000 he organized the first Sheet Metal Industry Week, increased the participation in the National Labor Program, of which he is a graduate. Talk about walking the walk and talking the talk. Instituted a JATC accreditation program to recognize independent educational standards.

Also, he stressed the importance of standing ever so vigilantly. Be always ready to draw the line in the sand. We
must protect our union and, by all means,
protect our funds, especially when faced --
and I quote this out of Monday's Convention
News or Tuesday's Convention News. On
page 2 you can see it there. I like this.
I am going to start using this often. "The
most pervasive, mean, nasty, ideological,
anti-union administration since before the
Great Depression."

I caught a reference Brother
Sullivan has made of his labor icon, Eugene
Victor Debs. Brother Mike referred to
uniting the workers of the world. I will
complete the lesson on that.

Brother Debs was addressing the
group on industrial unionism at the Grand
Central Palace in New York City in December
of 1905, and this is what he said. He
said, "Too long have the workers of the
world waited for some Moses to lead them
out of bondage. I would not lead you out
if I could. For if you could be led out,
you could be led back again. I would have
you make up your minds. There is nothing
that you cannot do for yourselves."

My fellow delegates, would you please stand with me, as do the members and officers and business representatives of Local 20, as I proudly place the name and nomination of our leader and brother and my very good friend and mentor, Michael J. Sullivan for General President of this great International Association.

Thank you and God bless, and God bless this union.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Paul Collins, Business Manager of Local Union 137, Long Island City, New York, at Microphone No. 2.

DELEGATE PAUL COLLINS (Local 137): Thank you. It is a privilege to be here today.

Brothers and sisters, it has been my privilege to serve as the New York -- president of the New York State Council. It has also been my privilege to serve as the president of the Sign Industry
Council. With those privileges brings obligations to serve sheet metal workers.

This morning, like every morning, thousands of sheet metal workers packed their coolers and went off to work to meet their obligations, and that is where our obligation in this room begins. It is our obligation to see to it that they earn a living wage. It is our obligation to see to it that they have a safe working place, and it is our obligation to see to it that they earn the respect that they deserve, for they have given so much to this country through their craftsmanship. Just look around this room. Through their patriotism, it is our brothers and sisters, it is their children that are off in the wars.

And through their blood and sweat, they have built two of the greatest nations in the world.

And at the end of the day, when they return, our obligation does not end in this room. It continues. It is our
obligation to protect their pensions,
provide them with healthcare for them and
their families, protect their pensions from
the robber barons on Wall Street, as Mike
eloquently put it earlier, and it is our
obligation to thank our forefathers for
what they have left us, and our retirees to
see to it that their pension is there and
our promises are kept.

Before you today I can think of
no one better than Mike Sullivan to help us
and by himself is able to meet those
obligations. Mike Sullivan, from what I
know of Mike -- and I have only known him
for a short period of time. But I have
seen him for a long time and I am close to
him now, I know that his heart and soul is
dedicated to sheet metal workers.

The guys in the morning who pack
their coolers are the guys that Mike is
thinking about, and he has encountered
tough decisions, as you know from
yesterday's debates and throughout the last
five years.
And he has met the obligation without losing sight of the fact that it is important to everyone here. And every day not only does he meet his obligation, he exceeds it. That is why I feel it is a privilege to stand here before you today and second his nomination, but I feel that that privilege is just too much for me. I would ask the New York State to stand with me, stand up, and help second the nomination for Michael Sullivan as president of the Sheet Metal Workers' International Association. (Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Roy Ringwood, Business Manager of Local Union 105, Los Angeles, California at Microphone No. 2.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, Mr. Chairman. It is an honor and a privilege to stand before you in support of the nomination of Michael Sullivan for the position of General President of the Sheet
Metal Workers' International Association.

Sheet metal workers have been very fortunate in having a General President with such qualities of leadership, a General President with the insight to recognize and take the necessary action to protect our jurisdiction, and taking immediate action to revitalize our union, through organizing the unorganized, and thereby preserving all that we have secured through the collective bargaining processes for the welfare of our active members, our retirees, and their families.

General President Sullivan has demonstrated his resolve to take up the hard issues, never placing personal safety ahead of that of our membership. A leader with the courage and the tenacity to make the hard decisions on the issues affecting the future of our entire organization and its membership.

I proudly second the nomination of Michael Sullivan for General President of the Sheet Metal Workers' International
Association. Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Alan McQuillan, Business Manager of Local Union 473, London, Ontario, Canada at Microphone No. 6.

DELEGATE ALAN MCQUILLAN: Thank you, Mr. Chairman.

I rise today in support of a good friend, an honest man, and an inspiring leader. Under his stewardship and leadership, this International has grown in membership over the last five years in a time when we could have expected a drop in membership, due in large part to the actions of hostile anti-union governments in many areas of the U.S. and Canada.

Under his stewardship and leadership, this International has increased its market share over the last five years in a political atmosphere where we might have expected a loss in market share because of misguided right-wing
Republican values in many parts of the U.S. and Canada.

I have no doubt whatsoever that under his stewardship and leadership in the future, this International will continue to grow and expand its market share over the next five years.

It gives me the greatest of pleasure and it is a singular honor to second the nomination of Michael J. Sullivan for the office of General President of the Sheet Metal Workers' International Association.

(Appause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes one more second and recognizes Terry Farmer, Business Manager of Local Union 49, Albuquerque, New Mexico, at Microphone No. 2.

DELEGATE TERRY FARMER (Local 49):

Thank you, Mr. Chairman.

General Secretary Kelly, officers, delegates, and guests, a few years ago, Mike Sullivan came to New Mexico
to address the officers and staff and
leadership of Local 49. We used to hold a
mini leadership conference about once a
year.

I was a business representative
at the time, and one of my duties for the
conference was to shuttle Mike to the
airport. The meeting was held between
Albuquerque and El Paso, so the nearest
airport was about 150 miles away. They
say, "If you want to get to know somebody,
take a road trip with them."

It was a great opportunity for
me to get to know our General President.
We talked about many things on that trip,

and we got to know each other.

Along the way, we stopped at one
of my smaller union shops. I figured my
members would be pretty excited about a
surprise visit by the General President.
The four or five sheet metal workers
inside, though, they barely had time for
Mike. They were busy trying to get a job
out, and they did not have any patience for
Later in the car, I told Mike I was a little embarrassed by their reaction to his visit. He said, "No need to be." He said, "They were just busy making a living for their families." He understood, and he understood because he had not forgotten his coveralls. He understood because he had not forgotten where he came from.

We continued our journey. Along the way the conversation turned to commitment and service. We talked about staking your life for what you believe in. Mike told me it was important to him to be willing to literally dedicate his life for his beliefs. This, my fellow delegates, is the level of intensity and commitment your General President comes from.

Mike Sullivan is the real deal. Mike Sullivan walks his talk. Mike Sullivan has put his life on the line for the members of the Sheet Metal Workers'
Personally, I believe a power greater than ourselves has chosen Mike Sullivan to lead our great organization and that he has accepted the calling. For Mike Sullivan this is not a job, it is not a vocation. This is his allocation. Mike Sullivan loves what he is doing.

So brothers and sisters, I stand here before you proudly. I stand here proud to second the nomination of a good man. It is my honor and my privilege to second the nomination for Mike Sullivan, General President, Sheet Metal Workers' International Association.

Thank you and God bless you all.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: Are there any further nominations? Are there any further nominations? For the third time, are there any further nominations?

The Chair recognizes a motion that nominations be closed, and the Chair recognizes Tim Hintze, Business Manager of
DELEGATE TIMOTHY HINTZE (Local 565):

Mr. Chairman, today I rise not only as business manager of Local 565, but I rise as the President of the Production Council.

For those of you who don't know, the Production Council has members in every region of the United States and Canada. It has combined locals and pure production locals, so you can imagine, trying to get everyone in a room like that to agree on something is next to impossible.

But it happened this spring when every brother and sister in the room got up and said Mike Sullivan is the guy that they want for their president.

So, Mr. Chairman, I suggest we get about the business of rehiring this president. Mr. Chairman, I move that nominations be closed.

(Applause.)
a second?

(Seconds from the floor.)

TEMPORARY CHAIRPERSON HOLT: Regularly moved and seconded, the nominations for president be closed on the questions. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

It is unanimous and so ordered.

The Chair now recognizes Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman. In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for Michael J. Sullivan, General President, Sheet Metal Workers' International Association.

(Standing ovation.)
Nominations for the General Secretary-Treasurer are now open.

The Chair now recognizes Joe Sellers, Business Manager, Local Union 19, Philadelphia, Pennsylvania, at the podium.

DELEGATE JOSEPH SELLERS, JR. (Local 19): Thank you, Mr. Chairman.

General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive Council, delegates, family, and friends, good morning. My name is Joe Sellers, Jr., I am the president and business manager of Local 19.

I stand before you proud today to place the nomination for a man who at the age of 27 was elected business agent. At the age of 33, elected to our local's highest office, president and business manager. A brother who does not just think outside of the box but is willing to step out of that box alone, if necessary.

During his tenure at Local 19,
he looked at the quality of life for our members and gave us the respect that we deserved.

In 1981 he had the foresight to initiate our organizing program with three full-time organizers, which has now grown to six and 101 youth-to-youth organizers this year alone.

As president and business manager of Local 19 and the Chairman of the Philadelphia Zoning Board, he quickly became a driving force within Philadelphia's powerful labor movement and the political arena.

This led to the County of Philadelphia to protect our shop fabrication under the Prevailing Wage Law, an unprecedented law which is now emulated by the State of New Jersey. His willingness to dedicate himself to our industry is beyond compare.

He had the vision to move our headquarters to where the work is, downtown. This launched the revitalization
of the Delaware River Water Front. With that same foresight, we developed the administrative complex to house all of our offices and our funds, as well as a state-of-the-art training center. He led by example, and you know where he stands on an issue because he is up front, open, and sometimes blunt with his position.

As shown throughout this Convention, he always promotes and proudly displays the skills and talents of our members. This was also evident last year at the conference in Philadelphia.

It has been two years now since he was appointed to fill this position. He has shown a dedication to our association and will continue to improve the standard of living on behalf of all rank and file members. I am proud to stand before you and place the nomination of Thomas J. Kelly for the office of General Secretary-Treasurer.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT: The
Chair now recognizes Bruce Word, Business Manager, Local Union 104, San Francisco, California, at Microphone No. 5.

DELEGATE BRUCE WORD (Local 104):

Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, I stand to support a man that I have come to know over the last few years, a man who is proud to be a sheet metal worker, who takes great pride in his local union and this association, a man who led one of the most progressive, strongest locals in this organization for many years.

This man's experience combined with his strong work ethic and his no-nonsense personality brings depth to this association and is truly a great asset.

I am very confident in his ability to rise to whatever challenges face this association and do whatever is necessary to keep this organization financially sound and heading in the right
direction for a better future.

Therefore, I am proud to second the nomination of Thomas J. Kelly for General Secretary-Treasurer of this great union. Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes David Zimmermann, Business Manager, Local Union 36, St. Louis, Missouri, at Microphone No. 2.

DELEGATE DAVID ZIMMERMANN (Local 36):

Thank you, Mr. Chairman. General President Sullivan, General Secretary Thomas Kelly, and General Executive Council and all of our brother and sisters delegates, I had something prepared here today, but Tom has pretty much been gone through, through the two previous people, and with your fortitude and your history.

And I know you are going to work strongly with Mike and the rest of the General Executive Council to make this a better organization. Sheet Metal Workers' Local 36 stands proud to second your
nomination.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Richard Lloyd, Business Manager, Local Union 21, Baton Rouge, Louisiana, at Microphone No. 1.

DELEGATE RICHARD LLOYD (Local 21):

Good morning. General President Mike Sullivan, General Secretary-Treasurer Tom Kelly, General Executive Council, delegates and friends, I would rise this morning to second the nomination for a man that has worked his whole entire life to make not only the life better for the members of Local 19 Philadelphia but for all of the sheet metal workers in the United States and Canada.

I have known Tom Kelly for quite a few years. The first time I met him was at my first convention I went to. He was the Chairman of the Resolutions Committee, and I was on the Resolutions Committee.

And the thing that most impressed me about Tom Kelly was that he
always made sure that each person was involved and participated in the process. And over the years, I have benefited from his knowledge and his wisdom, but, most of all, Tom has become a very dear friend of mine.

And I stand now to second his nomination for General Secretary-Treasurer of the Sheet Metal Workers' International Association.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The recognizes one more second and recognizes Joe Wall, Business Manager, Local Union 56, Sydney, Nova Scotia, Canada, on Microphone No. 3.

DELEGATE JOSEPH WALL (Local 56):

Thank you, Mr. Chairman. Good morning, brothers and sisters.

My name is Joseph Wall, Business Manager for Local 56, Nova Scotia, Canada. It is indeed an honor and a privilege to stand before you today and second the nomination of Tom Kelly as
General Secretary-Treasurer of this great International.

Tom and myself came on board the GEC at about the same time. I gained a lot of respect for Tom as I got to know him and after each time we have met. When Mike Sullivan asked Tom Kelly midway through the term to take over the position of General Secretary-Treasurer, he took the job on like a duck to water.

He has shown me that he is the right man for the job of General Secretary-Treasurer, and I second the nomination. Thank you.

(Appause.)

TEMPORARY CHAIRPERSON HOLT: Are there any further nominations? Are there any further nominations? For the third time, are there any further nominations?

The Chair recognizes a motion that nominations be closed, and the Chair recognizes Patrick Keenan, Business Representative of Local Union No. 19 of Southeastern, Pennsylvania, at Microphone
No. 3.

DELEGATE PATRICK KENNAN (Local 19):

Good morning, Mr. Chairman, brothers, sisters and guests, I stand before you. What else can I say about not only my business, former business manager, my friend, Tom Kelly? The most important thing about Tom is, he is a humanitarian. All the people he has helped over the years, he doesn't let that out and tell people, but I know members he has helped numerous times with all kinds of personal problems.

The main thing about Tom is he gets the job done, and he gets the job done right.

Mr. Chairman, I would like to make a motion that nominations for General Secretary-Treasurer be closed.

CHAIRPERSON: Is there a second?

FROM THE FLOOR: Second.

CHAIRPERSON: Regularly moved and seconded that the nomination for General Secretary-Treasurer be closed on the
question. All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

It is unanimous and so ordered.

The Chair now recognizes General President Sullivan.

(Applause.)

GENERAL PRESIDENT SULLIVAN: In keeping with the mandate of the Convention this morning and the Constitution of the Sheet Metals' International Workers Association, it gives me a great deal of pleasure to cast one unanimous white ballot for Thomas J. Kelly, General Secretary-Treasurer of this great International.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:

Thank you.

COMMITTEE CHAIRPERSON HOLT: The Chair now declares nominations open for the First General Vice President, and the Chair recognizes Terry Farmer, Business Manager
of Local Union 49, Albuquerque, New Mexico,
at microphone 5.

DELEGATE TERRY FARMER (Local 49):
Thank you, Mr. Chairman.
General Secretary-Treasurer
Kelly, members of the General Executive
Council, officers and guests, I come before
you to nominate First General Vice
President Richard Loyd. Experience and
diversity among our General Vice Presidents
is critical.
Brother Loyd brings several
unique attributes to the table. He leads a
small local in Baton Rouge, Louisiana, with
a little over 500 members. Many times the
members of smaller local unions have
similar but different concerns than those
of larger ones.
Richard knows what it is like to
live and work in a right-to-work-for-less
state. Richard knows what it means to live
and work in a state that has no local
prevailing wage rate laws. Richard knows
what it's like to live in a state where
unions are not cheered or even appreciated as they are in some locations.

When it comes to experience with union labor issues, it is hard to top Richard Loyd.

In keeping with the theme of our Convention, I will submit that Brother Loyd is not only a building block of our strong and united International Union, but he is one of the cornerstones of the foundation.

Richard has been a member of the Sheet Metal Workers' International Association since 1963. That's 41 years, folks. Some of you in this room weren't even born back then.

He has been an officer of his local union since 1979. He has been General Vice President for the past ten years. Richard brings 25 years of union leadership experience to the table with almost half of that time spent at the highest level of our organization. You can't buy that kind of experience.

We are extremely fortunate to be
able to benefit from Richard Loyd's commitment to our great organization. I stand before you to nominate a proven leader for the office of First General Vice President. It is my great honor and privilege to nominate my friend and associate, Richard Loyd. Thank you.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Tony Behan, Business Manager, Local Union 11, New Orleans, Louisiana, at microphone No. 2.

DELEGATE TONY BEHAN (Local 2): I am honored and proud to second the nomination of Richard Loyd, First General Vice President.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Larry Harris, Business Manager, Local Union 270, Tulsa, Oklahoma, at microphone number 5.

DELEGATE LARRY HARRIS (Local 270):

Mr. Chairman, General President Sullivan,
General Secretary-Treasurer Kelly and General Executive Board, I stand before you today to second the nomination of Richard Loyd as First Vice President of this great association.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: Are there any further nominations? Are there any further nominations? For the third time, are there any further nominations? The Chair recognizes a motion to close is in order and the Chair recognizes Perry Sneed from Local Union 124, Oklahoma City, at microphone No. 5.

DELEGATE PERRY SNEED (Local 124): I would like to close this nomination, but I would like to say one thing. Richard has been a friend, a mentor, and a person that is a stand-up man that you can trust. When he says something, he will do it. And I would like to close this nomination.

(Applause.)
COMMITTEE CHAIRPERSON HOLT: It is regularly moved and seconded that the nomination for the First General Vice President be closed on the question. All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Mr. Chairman, in keeping with the mandates of this Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for Richard Loyd, First General Vice President, Sheet Metal Workers' International Association.

Thank you.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair now declares nominations open for Second General Vice President, and the Chair
recognizes David Alvarez, Business Representative, Local Union 170, Los Angeles, California, at microphone No. 2.

DELEGATE DAVID ALVAREZ (Local 170):

Thank you, Mr. Chairman.

General President Sullivan, General Secretary Kelly, members of the General Executive Council, it is my pleasure and honor to nominate William "Bill" Moyer as the Second General Vice President. I had this honor five years ago to second his nomination as Eighth General Vice President, and the common denominator is what it was five years ago. It is being able to serve. Great leaders know how to serve.

And during that term on his being on the GEC, he has shown that quality, and it is my pleasure and my honor to nominate William "Bill" Moyer as Second Vice President of the General Executive Council.

Thank you.
COMMITEE CHAIRPERSON HOLT: The Chair now recognizes Tim Hintze, Business Manager, Local Union 565, Madison, Wisconsin, at microphone No. 6.

DELEGATE TIM HINTZE (Local 565):

Mr. Chairman, I rise to support a 33-year member of our Association. I would like to give you a little information on Bill's background.

Bill was first elected as an officer in his local union in 1974, and he has run unopposed every time since 1978. Bill was appointed General Vice President in 1996.

Brothers and sisters, I submit that this Association is better because of the knowledge and the experience Bill brings to the table. His members in his local know it and his record proves it. Experience and knowledge are fine, but Bill brings another thing to the table, and that is the heart and the soul of the union leader. I know this to be true, because I
serve on the Executive Committee with Bill on our Production Council.

Bill is not only a champion for the production workers, he is a champion for every member of our Association. So, Mr. Chairman, it is with great pride and honor that I second the nomination of my friend and my brother, Bill Moyer.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Roy Ringwood, Business Manager, Local Union 105, Los Angeles, California, at microphone No. 2.

DELEGATE ROY RINGWOOD (Local 105):

Thank you, Mr. Chairman.

I would like to take this opportunity to speak on the nomination of Brother William Moyer for the Second General Vice President of the Sheet Metal Workers' International Association.

I have known Bill for many years, as we represent sister local unions in the same jurisdiction. Always taking in account the best interests of the
production sector of our industry, Bill has
represented this industry with his best,
resulting in stability in the face of the
country's outsourcing of jobs and the
future employment opportunities for
members.

As General Vice President on the
General Executive Council, Bill has
represented the best interests of the
production workers with his untiring
efforts to retain jobs and employment for
Sheet Metal Workers.

It is an honor to second the
nomination for William "Bill" Moyer as
second General Vice President of the Sheet
Metal Workers' International Association.

Thank you.

(Applause.)

COMMITTEE CHAIRPERSON Holt: Are there
any further nominations?

Are there any further
nominations?

For the third time, are there
any further nominations?
The Chair recognizes a motion to close is in order and the Chair recognizes Linda Jaloma, Business Representative, Local Union 170, Los Angeles, California, at microphone No. 2.

DELEGATE LINDA JALOMA (Local 170):

Thank you, Mr. Chairman.

Mr. Chairman, I would like to make a motion to close the nomination for Second General Vice President.

COMMITTEE CHAIRPERSON HOLT: It is regularly moved and seconded the nominations for the Second General Vice President be closed on the question. All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

It is unanimous and so ordered.

The Chair now recognizes General Secretary Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the
Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for William Moyer, Second General Vice President, Sheet Metal Workers' International Association.

Thank you.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair declares the nominations open for the Third General Vice President. The Chair recognizes Anthony Scavone, Business Representative Local Union 73, Chicago, Illinois, at microphone No. 5.

DELEGATE ANTHONY SCAVONE (Local 5):

Mr. Chairman, General Secretary-Treasurer Kelly, General President Sullivan, it is my honor to nominate a man for the Third General Vice President who is a member of the 82nd Airborne, a paratrooper, a real trooper for the Sheet Metals Union.

This man carried a picket sign with 2 by 4 as a handle, carved to the end of a baseball bat, which earned him the
name of Shut Him Down Stan here in Chicago.
He is a man who is not afraid to make
difficult decisions for our membership,
even when it is not the popular decision.

Stan Karczynski brought a home
of our own to Local 73 after being renters
for over 50 years. We are now the proud
owners of a new hall.

He is always looking for open --
he is always looking and is open to new and
innovative ideas to better our union. Stan
always works hard to promote the industry
and protect our membership.

With all that being said, it is
my honor and a privilege to nominate
Stanley F. Karczynski for the Third General
Vice President of the Sheet Metal Workers'
International.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair
now recognizes Tom May, Business
Representative, Local 73, Chicago,
Illinois, at microphone No. 5.

DELEGATE TOM MAY (Local 73): I rise
to second the nomination for Stan Karczynski, a man of true vision, a man who has taken our Local, Local 73, Chicago, into the 21st Century, a man not afraid to make those hard decisions, a man that had been able and has done, has made our union grow stronger and better than it ever has been. This man is a man -- I have never met a stronger union leader. I have never met a man that works harder for his membership than Stan Karczynski, and I feel it a privilege and an honor to second the motion for Third Vice President for my friend, Stanley F. Karczynski.

Thank you.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Robert Schneider, Recording Secretary, Local Union 73, Chicago, Illinois, at microphone No. 2.

DELEGATE ROBERT SCHNEIDER (Local 73):

I am also honored to second Stanley F. Karczynski as Third General Vice President. Stan Karczynski has been my boss for a
little bit over ten years now. His door is always open that I can go to him with any problem, and he will help me settle it. He was my business agent for nine years before that. I have worked on picket lines with him. He has always been there for the membership.

I work with Stan Karczynski with the tools. He has always let me up on scaffold. I will get the work done.

Stan, it is my pleasure to second your nomination as Third General Vice President of this great union.

Thank you.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: Are there any further nominations?

Are there any further nominations?

For the third time, are there any further nominations?

The Chair recognizes a motion to close is in order, and the Chair recognizes Ray Suggs, Business Representative, Local
DELEGATE RAY SUGGS (Local 73): Good Morning, Sheet Metal Workers, and welcome to Chicago.

Before I close the nominations for Third General Vice President, I also would like to say a couple things about Stan. I want Stan to know that I wrote Tom May's, Tony Scavone's, and Bob Schneider's speeches here today, so mine is going to be a little bit short. I gave them all the good stuff.

(Laughter.)

I worked with Stan also with the tools. Stan is a great person, a great family man and a great friend. He runs Local 73. His heart is in it for Local 73 and the membership, and I know his heart is in it for the International also.

I would like to close the nomination for the Third General Vice President.

FROM THE FLOOR: Second.

COMMITTEE CHAIRPERSON HOLT: Regularly
moved and seconded the nominations for the
Third General Vice President be closed on
the question. All in favor, signify by
saying "aye."

(Chorus of ayes.)

Opposed?

It is unanimous and so ordered.

The Chair now recognizes General
Secretary-Treasurer Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of
the Convention this morning and the
Constitution of the Sheet Metal Workers'
International Association, it gives me a
great deal of pride and pleasure to cast
one unanimous white ballot vote for Stanley
Karczynski, Third General Vice President,
Sheet Metal Workers' International
Association.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair
now declares the nominations open for the
Fourth General Vice President, and the
Chair recognizes Mike Jeske, Business Manager, Local Union 15, Tampa, Florida, at microphone No. 2.

DELEGATE MIKE JESKE (Local 15): Thank you, Mr. Chairman.

General President Sullivan,
General Secretary-Treasurer Kelly, members of the General Executive Council, delegates and guests, it is a great honor and privilege to nominate as our Fourth General Vice President a brother whose sincerity, dedication and professionalism, not only in his local union and council, but for this great International Union is unsurpassed.

In these jobs we all deal with a lot of complicated things, trust funds, politics, contract negotiations, legal issues, but all of it really boils down to dignity and respect for sheet metal workers, protecting it, increasing it, economic dignity and respectful treatment on the job.

Our union is faced and will continue to face changes in our industry
that challenge what we have built,
challenges that would try to destroy the
structure and mechanisms that help us
deliver respect and dignity to our members.
It has required brave men to lead us
through these challenging times.

Jim Marshall is one of those
men. He will not hesitate to speak up and
to stand his ground. Jim Marshall is a
champion for dignity and respect.

Forty-three years ago when he
joined Local 85 as a rank and file member,
I am sure, like many of us, he joined to
gain respect and dignity for himself and
his family, as well as for his fellow
members.

You know, when any of us hold
any position at any level, job steward all
the way to general president, regardless of
all the technical, difficult, complex
things we deal with, it is about dignity
and respect.

In 1983, Jim Marshall stepped up
in his local union and ran for president
and was elected to advance the cause of respect and dignity for his members. He continued to expand his presence, running in 1986 as a full-time representative of Local 85. And then in 1994, elected as business manager and financial Secretary-Treasurer.

He serves on the executive board of the Atlanta Labor Council, the Atlanta North -- and North Building Trades Council, and President of Southeast District Council since April of 2000 and has served this great union on the General Executive Council since 2000.

We all know that in these jobs, seeking to represent the interest of our members, there is a lot of strong personalities that are here in the room, and sometimes there can be contentious debate on what the best way is to achieve dignity and respect for our members. Even in this sometimes heated environment, Jim Marshall has been a man that treats everyone in the room with dignity and
respect, helps to build consensus and lead us to the point where we can improve dignity and respect for our members.

I have seen his unfailing concern in the Southeast District Council to make the most effective use of our meetings. I have heard the comments from many of you who have attended our council meetings as guests and commented at the organization and purpose that those meetings were conducted with.

Jim Marshall strives to assure that this time is used to learn new things that would sharpen each of our abilities to go back home and fight for respect and dignity for our members in our local unions. From the time I started attending council meetings ten years ago as a local organizer up until serving with him today as secretary-treasurer of our council, he has always treated me as an individual with respect and dignity. It is what he is made of.

I know as I stand here, that
anyone in this room who knows Jim or has
any dealings with him, you, yourself, have
been treated by him with respect and
dignity and have witnessed his strong
resolve fighting for what is right for the
members of our great union.

And so now, at this 41st General
Convention, I am proud and ask the
delegates from the Southeast District
Council to rise and join me in nominating a
great labor leader and champion for respect
and dignity for our Fourth General Vice
President, Brother Gentleman Jim Marshall.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair
now recognizes Robert Walter, Business
Manager Local Union 100, Washington, D.C.,
at microphone No. 1.

DELEGATE ROBERT WALTER (Local 100):
Thank you, Mr. Chairman.
General President Sullivan,
General Secretary-Treasurer Kelly, General
Executive Council, fellow delegates, I have
known Jim Marshall since my first term as
business agent in 1989. Jim became a
business agent in Local 85, Atlanta,
Georgia, in 1987. Jim was first elected
business manager, financial secretary of
Local 85 in 1994, and held that office
continually since.

He was first elected to the
General Executive Council in 1999, and has
risen to the lofty position of Fourth
General Vice President. Jim Marshall also
serves as President of the Southeast
Council, a position he has held for several
years. Jim has an easy laid back way about
him and is truly a southern gentleman.

Through the years I have come to
value his wisdom and his friendship. Jim
has served Sheet Metal Workers Local 85,
Atlanta -- in the Atlanta -- in North
Georgia Building Trades Council, Southeast
Council and the Sheet Metal Workers'
International Association with honesty,
integrity, dignity and distinction.

I am proud to second the
nomination of my friend and brother, James
Marshall for Fourth General Vice President
of this great union.

Thank you.

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Doug McGee, Business Manager, Local Union 54, Houston, Texas, at microphone No. 2.

DELEGATE DOUG MCGEE (Local 54):

Thank you, Mr. Chairman.

General President Sullivan,
General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, I rise today in support of the nomination of James Marshall for Fourth General President.

I must say that I have been truly blessed over the past ten years to have worked with such a kind man.

Jim has served the local for over 20 years, holds many other leadership positions. His record speaks for itself.

Don't let the soft spoken Georgia boy fool you. He has the fire, the courage and compassion, as all true labor
leaders do. He has dedicated his entire life to his family, friends, members and to the labor movement. And for those of you who don't know Jim, he is a very humbling man, and if you don't believe me, just ask him. He is not ashamed to tell you.

(Laughter.)

He is a true building block of our organization. I can't think of a greater person than Gentleman Jim Marshall to represent the members of the International as Fourth General Vice President. So on behalf of myself and the Southwest District Council, it is an honor and privilege to stand before you today to second the nomination of Jim Marshall, my colleague and my friend, for Fourth General Vice President.

Thank you.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: Are there any further nominations?

Are there any further nominations?
For the third time, are there any further nominations?

The Chair recognizes a motion to close is in order, and the Chair recognizes Sam Rollan, Business Manager, Local Union 48, Birmingham, Alabama, at microphone one.

DELEGATE SAM ROLLAN (Local 48):

Mr. Chairman, I make a motion to close the nomination of General Vice President Four, please.

COMMITTEE CHAIRPERSON HOLT: Regularly moved and seconded the nominations for the Fourth General Vice President be closed on the question. All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

It is unanimous and so ordered.

The Chair recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the
Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for James Marshall, Fourth General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair now declares nominations open for Fifth General Vice President and the Chair recognizes Roy Ringwood, Business Manager, Local 105, Los Angeles, California, at microphone 2.

DELEGATE ROY RINGWOOD (Local 105):

Thank you Mr. Chairman.

General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, it gives me great pleasure to take this opportunity to nominate a long-time friend and brother, James Long for the office of Fifth General Vice President of the Sheet Metal Workers' International Association.
James Long has been an instrument of leadership and progress as President of the entire Western States Council, serving as chairman of the Executive Committee for the Health and Pension Plans of the Southern California -- Sheet Metal Workers, Southern California, Arizona and Nevada Pension Plan Trust Funds. Jim has given the Tri-State trustees benefit of his wisdom, his experience, and his leadership.

In his home state, Jim serves as president of the Southern Nevada Building Trades, director of the National Center for the Energy Management and Building Technologies. And business manager, financial secretary-Treasurer of that great Local Union 88 in Las Vegas, Nevada.

I am honored to bring this nomination for James Long as the Fifth General President of the Sheet Metal Workers' International Association before all of the delegates and ask for your support and your wholehearted vote.
Thank you.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Bruce Word, Business Manager, Local 104, San Francisco, California, at microphone 5.

DELEGATE BRUCE WORD (Local 104):

Thank you, Mr. Chairman.

General President Sullivan, General Secretary Kelly, General Executive Council, delegates and guests. I have known and worked with Brother Long, president of the Western States Council for several years now.

He has shown his capacity to lead in that position by taking in all the concerns of a diverse group of locals and representing our issues well on the General Executive Council.

As business manager of Local 88 in Nevada, his leadership is apparent. Local 88 is strong, aggressive and politically active. He has helped make Las Vegas known as a union town in the
middle of a right-to-work state. As you
know, that is no easy task.

Jim is always there to offer
assistance, information for whatever is
asked when called upon. Therefore, it is
with great pleasure to second the
nomination of James M. Long for Fifth
General Vice President of this great union.

Thank you very much.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: The Chair
now recognizes Harold Bradshaw, Business
Manager, Local 293 in Honolulu, Hawaii, at
microphone No. 4.

General President Sullivan,
General Secretary-Treasurer Kelly, General
Executive Council, delegates and guests.

Aloha.

I also stand to second the
nomination of Brother Jim Long as Fifth
Vice President. I have known him a long
time through our affiliation with the
Western States Council. He is a good
friend of mine and of labor.
"Kena ole" is a Hawaiian word describing doing the right thing at the right time at the right place for the right reasons. That's how Jim is. I believe he is a valuable and will always be valuable to this International Union. Again, I am proud to second the nomination of Jim long as Fifth Vice President. Mahalo.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: Are there any further nominations?

Are there any further nominations?

For the third time, are there any further nominations?

The Chair recognizes a motion to close is in order and the Chair recognizes Don Burns, Business Manager, Local Union 26, Reno, Nevada, at microphone No. 1.

DELEGATE DON BURNS (Local 26): Thank you, Mr. Chairman.

I would just like to let you know that Mr. Long is a good friend, my fellow business manager in Nevada. He
works hard and has been a lot of help to me.

And with that, I would like to close nominations for the Fifth General Vice President, my friend, James long.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: Regularly moved and seconded the nominations for the Fifth General Vice President be closed on the question. All in favor, signify by saying "aye."

(Chorus of ayes.)

Opposed?

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for James
Long, Fifth General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair now declares nominations open for the Sixth General Vice President, and the Chair recognizes Joseph J. Potesta, delegate at large, Local Union 20 from Indianapolis.

DELEGATE JOSEPH POTESTA (Local 20):

Thank you, Mr. Chairman.

General President Sullivan, General Secretary Kelly, officers, brother and sister delegates and guests of the 41st General Convention, not very often in life is a son given the opportunity to give something back to his father.

Today Local Union No. 20 has given me the privilege and honor to nominate our union brother and my father, Jay K. Potesta.

The year 1976 was the beginning of Jay's involvement with the Sheet Metal Workers. He served through apprentice and turned out in 1980, but it wasn't until
nine years later before he won his first elected position as Business Representative of Local 20, Gary, Indiana. Since 1989's election, his accomplishments are only what the average person dreams. The committees, the appointments, the elected positions, and the political power he has, have given Local 20 opportunities that were never thought possible.

Dad is Vice Presidents of both Indiana State AFL-CIO and the Indiana State Building Trades, President of the Great Lakes Council, trustees of all Local 20's pension funds, served as the campaign manager for our General President Mike Sullivan, appointed by the Mayor of Indianapolis, Bart Peterson, to the Indianapolis Capital Improvement Board, appointed by the Governor of Indiana, Joe Kernan, to the Ports of Indiana Commission, served as a delegate twice to the Democratic National Convention, and is currently the elected business manager and financial secretary-treasurer of Local 20
and the Sixth Vice President of our International Association. This is just a small amount of what Jay K. Potesta has accomplished.

I look to this man for inspiration, hope, leadership, perseverance. These are the same qualities my local union looks for in my father, our business manager. I have never seen a person fight so hard for what he believes is right. I have never seen a person fight so hard to give his membership better wages, better benefits, and a better life. Jay will fight for every brother and sister of our industry, striving to maintain and better our way of living, fighting to make sure his members have the best opportunity in life as they possibly can.

Jay K. Potesta, dad, is an honest man. He is by the book. I strongly believe the two most important things in his life are his family and his union. He taught me that with the love and support of your family and the
brotherhood of your union, that you can accomplish things that you never dreamed were possible. He was right.

Once and still a great union leader recited to me a famous quote, and when I am in search of inspiration, I will never forget what he said. "No man can be rightly taught unless he is aware of the real need in his life and his work."

In closing, it is my honor to place into nomination our brother, my father, Jay K. Potesta for Sixth General Vice President.

Thank you.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair now recognizes Douglas Cunningham, Business Representative, Local Union 7, Lansing, Michigan, at microphone 1.

DELEGATE DOUGLAS CUNNINGHAM (Local 7):

Thank you, Brother Holt. General President Sullivan, General Secretary Kelly, members of the General Executive Council, fellow brother and sister delegates, along with
the guests of our -- our guest of this, the
41st General Convention.

As a third generation trade
unionist, it is indeed an honor and a
privilege to represent the membership of

Local 7 and the Great Lakes Council and
stand before you all as we conduct the
business of this great union.

Twenty-seven years ago in June
of 1977, as a third year apprentice in
Gary, Indiana, I had occasion to meet and
shortly thereafter befriended a new first
year apprentice on the job. This new guy
looked as though he didn't belong there.
With some individuals going so far as to
say -- going so far as to taking odds on
how long he would last. Here was a college
educated, union card carrying musician,
professionally trained with a teaching
degree joining our ranks. "What's with
that," was the catch phrase of the day.
Some questioning his presence, myself
included.

But as his body hardened and the
lessons were learned from the toil at the
rigors of the trade, both in the shop and
in the field, Jay excelled in becoming a
well-rounded journeyman skilled in the many
facets of our industry.

Early on in our careers, Jay and I worked side by side on the job getting to
know one another and ourselves. Later on we came to know our respective families as
well. We have shared some of the same mentors, most still with us and some, like
the ever legendary and colorful Russ Bassett, who have passed on. We have mentored one another -- though, him to me,
more than me to him -- we have stood by and for one another through adversity and
defeat. We have shared both sorrow and successes together.

Lastly, we have been activists together, standing for our beliefs in our
union.

In 1989, after an arduous campaign, Jay was elected Business
Representative of the Gary area of Local
20. Thereafter, much to Jay's dismay, I went off to change rainbows in Northern Michigan, transferring to Local 7. I have followed Jay's distinguished career in a leadership role from a distance over the years, reading his writings and reading of him, always celebrating his successes, knowing that the right man was on the job ensuring the continued successes enjoyed by Local 20 membership through all their collective efforts.

Occasionally, but not very often, we talk to one another, always knowing that when we do, nothing has changed. Jay is a man who has never forgotten from whence he came.

I know Jay to be a good and honest man who exemplifies everything that we desire in a labor leader. He is a guardian of and for the labor movement.

Mr. Chairman, it is with great pride that I second the nomination of Jay K. Potesta, my friend and brother, for the position of Sixth General Vice President of
this International Organization.

Thank you.

(Appplause.)

COMMITTEE CHAIRPERSON HOLT: The Chair

now recognizes Wayne Godfrey, Business
Representative, Local Union 110,
Louisville, Kentucky, at microphone No. 5.

DELEGATE WAYNE GODFREY (Local 110):

Thank you, Mr. Chairman.

General President Michael J. Sullivan, General Secretary-Treasurer
Thomas J. Kelly, General Executive Council,
delegates and honored guests, I consider
this a great honor to stand before you at
this 41st General Convention to second the
nomination of Brother Jay Potesta as Sixth
General Vice President of the Sheet Metal
Workers' International Association.

Jay is a man with rare
qualities. He is a man that leads by
example, a man that shows great strength in
his leadership and yet at the same time is
compassionate to those in need.

Jay is a man who remembers and
respects the past but continues to look
towards the future.

Jay Potesta has shown great
wisdom in his decision making, using sound
reasoning and seeking wise counsel from the
leaders who have gone on before him.

Jay Potesta has been a defender
of this great International Union, a man
that will continue to uphold and enforce
the core values that this union stands for.
He is a man of integrity and honesty.

In an era of discord and
uncertainty, Jay Potesta has not wavered
but continues to build his life of
servitude to this International and its
members upon the cornerstone of unionism
which provides hope to all people. Jay
Potesta has heard the call of those in
need, and Jay Potesta has reported for
duty, sir.

Therefore, it is with great
pleasure that I second the nomination of
Jay Potesta as Sixth General Vice President
of the Sheet Metal Workers Association.
Thank you and God bless you.

(Applause.)

COMMITTEE CHAIRPERSON HOLT: Are there any further nominations?

Are there any further nominations?

For the third time, are there any further nominations?

The Chair recognizes a motion to close is in order. The Chair recognizes Joseph Bergantino, Business Manager, Local Union 17, Eastern Massachusetts, at microphone No. 2.

DELEGATE JOSEPH BERGANTINO (Local 17):

Good morning. Mr. Chairman, brothers, sisters and brother delegates, I rise this morning to close nominations for a friend and a good leader, Jay Potesta for our Sixth General Vice President.

COMMITTEE CHAIRPERSON HOLT: Regularly moved and seconded, nomination for the Sixth General Vice President be closed on the question. All in favor, signify by saying "aye."
(Chorus of ayes.)

It is unanimous and so ordered.

The Chair now recognizes the

General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning, the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for Jay Potesta, Sixth General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

COMMITTEE CHAIRPERSON HOLT: The Chair now declares nominations open for the Seventh General Vice President, and the Chair recognizes Garry Kot, Business Manager, Local 296, Province of Saskatchewan, Canada, at microphone No. 2.

DELEGATE GARRY KOT (Local 296):

General President Sullivan, General
Secretary-Treasurer Kelly, General
Executive Council, delegates of the 41st
General Convention, brothers and sisters in
solidarity, although it is advised I am a
credentialed delegate of 296, I have the
honor and privilege of standing before you
today as the elected President of the
Canadian Council of Sheet Metal Workers and
Roofers.

Earlier this past year, our
Canadian Council assembled in convention
and unanimously voted to endorse nomination
and election of incumbent General Vice
President Joseph L. Wall.

Through the turbulent times, we
have come and endured. It has taken strong
leadership to make the right choices. I
know that the right choice has not always
been the popular or easy choice, but they
were the right choices. That is one of the
qualities that great leaders have.

As we look forward to the
future, it will take special people with
vision and courage, strength of will in
order for this International Association
and all of its members to prosper and grow.

It will take people who not only look what
will happen tomorrow, but the day after
that and the day after that as a result of
those decisions made today.

    Our General Executive Council
have the qualities of great leaders. And
it is our belief with their hands at the
wheel of this great union of ours, we shall
forge ahead into the years to come with
confidence and pride, secure in the
knowledge that our future is in good hands.

    As I said, I have the honor and
privilege today to stand before you to
nominate one of those who we can trust to
make the right choices, as difficult at
times that may be. It is with pride that I
nominate a brother, a fellow countryman and
my friend, Joseph Wall, as seventh General
Vice President.

    (Applause.)

    COMMITTEE CHAIRPERSON HOLT: The Chair
now recognizes Greg Reid, Business Manager,
Local Union 8, Alberta, Canada, at microphone number 5.

DELEGATE GREG REID (Local 8): I stand in support of Joe Wall. I never known Joe Wall to back down when union issues need to be heard. On occasion, things get hot in Cape Breton Highlands, and when they do, Joe is there to help out. As a delegate to this convention and as president of the Western Canadian Conference of Sheet Metal Workers and Roofers, I am honored to second the nomination of Joe Wall for Seventh General Vice President.

Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Alan McQuillan, Business Manager, Local 473, London, Ontario, Canada, at Microphone No. 6.

DELEGATE ALAN MCQUILLAN: Mr. Chairman, as you heard, in May of this year in a demonstration, the true national spirit, Canadian sheet metal workers and roofers from coast to coast expressed their
wish to have my friend, Joe Wall, reelected as general vice president, representing Canadians.

So I am pleased to stand before you to second the nomination of Joe Wall for the office of Seventh General Vice President of the Sheet Metal Workers' International Association.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: Are there any further nominations? Are there any further nominations? For the third time, are there any further nominations?

The Chair recognizes a motion to close is in order. The Chair recognizes Alain Pigeon, Business Manager, Local Union 116, Montreal, Canada, at Microphone No. 3.

DELEGATE ALAIN PIGEON (Local 116):

Thank you, Mr. Chairman. Good morning, brothers and sisters. I would like to make a motion to cease nomination for the seventh position for Vice President Mr. Joe Wall. Thank you.

(Applause.)
Regularly moved and seconded, the nominations for the Seventh General Vice President be closed on the questions.

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for Joseph Wall, Seventh General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

The Chair
now declares nominations open for the
Eighth General Vice President and the Chair
recognizes Dan Pasquinucci, International
Representative and Member of Local 28, New
York, New York, at Microphone No. 2.

DELEGATE DANIEL PASQUINUCCI (Local
28): Thank you, Mr. Chairman.

Brother and sister delegates, in
1998, John Harrington was elected business
manager of Local 28 in New York City. Like
any business manager, John had many
problems. John chose to look at that them
not as problems but as challenges and
opportunities. He accepted every challenge
and seized every opportunity for the
betterment of Local 28 members.

I know on Monday, speaking of
challenges, we learned that the mayor of
this great city, his grandfather was a
union sheet metal worker and how proud they
should be of that and how lucky they are to
have that.

Well, in New York City, the way
the mayor treats sheet metal workers there,
his grandfather was a nonunion sheet metal contractor. Now, that's a challenge.

In New York City, Local 28 members have an expression. It is kind of a slogan that they use. We make New York City breath through the ventilation systems that we put in these great high-rise buildings throughout New York City.

Well, to breathe you have to have a heart. We all know that. John has been characterized by many as the heart of Local 28. Let me assure you that he is more than the heart of Local 28. He is the eyes, the ears, the vision, and the wisdom behind it.

Local 28 is proud of the fine leadership in the past that we have given this international, and I am proud to stand here before you and nominate for Eighth General Vice President another fine leader, John Harrington. He is my business manager and my very dear friend. Thank you very much.

(Standing ovation.)
TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Michael Belluzzi,
Business Representative, Local 28, New York, New York, at Microphone No. 3.

DELEGATE MICHAEL BELLUZZI (Local 28):

Thank you, Mr. Chairman.

Back in the early '80s I was a young apprentice, and I worked with the tools with John Harrington. And I have seen John Harrington as the vice president, I have seen him as a delegate, I have seen him as a financial secretary and as business manager of Local 28.

John does not only talk the talk, but he walks the walk. As you know, there has been a lot of tough decisions that have been made in the last couple of years, and John has led by example.

He makes his tough decisions and he tells the membership not what they want to hear but what they have to hear, and that is a strong leadership quality that John has.

On behalf of the members of
Local 28 and myself, it gives me great pride to second the nomination of John Harrington for the Eighth Vice President of the Sheet Metal Workers' International Association. Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Kevin McPike, Business Representative, Local Union 28, New York, New York, at Microphone No. 1.

DELEGATE KEVIN MCPIKE: Thank you, Mr. Chairman. Mr. Chairman, Financial Secretary-Treasurer Kelly, General Executive Council, delegates and guests, it is my honor to second the nomination of Local 28 New York City Business Manager, Brother John Harrington.

John has been an outspoken and progressive leader in New York Local 28 for over 27 years. John follows and adds in the tradition of labor leaders from New York City.

Even though John might not physically be the biggest man up on that
daids, I can assure you, and anybody else
that knows John, that it is not always
necessarily truth that it is the size of
the dog in the fight as it is the size of
the fight in the dog.

And I have seen John fight
battles for sheet metal workers not only in
New York City but every place where John
brings his presence.

Once again, I am proud and it is
my honor to second the nomination of my
dear friend and New York City Local 28
Business Manager, John Harrington, for the
office of Eighth General Vice President.

Thank you. God bless America
and the SMWIA.

(Appause.)

TEMPORARY CHAIRPERSON HOLT: Are
there any further nominations? Are there
any further nominations? For the third
time, are there any further nominations?

The Chair recognizes a motion to
close is in order, and the Chair recognizes
Frederick "Rick" Buckheit, Business
Representative of Local Union 28, New York, New York, at Microphone No. 2.

DELEGATE FREDERICK BUCKHEIT (Local 28): Good morning. Mr. Chairman, President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, I rise to close the nominations for the Eighth General Vice President of the Sheet Metal Workers' International Association, John Harrington. John has been a friend of mine for over 30 years. He has been my mentor, and he shows tremendous leadership for the men and women of Local 28 and he will continue to do that for the men and women of Local 28 and the International Association. Thank you.

(Appause.)

TEMPORARY CHAIRPERSON HOLT: Regularly moved and seconded, the nominations for the Eighth General Vice President be closed on the questions.

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

Opposed?

(No response.)

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast on unanimous white ballot vote for John Harrington, Eighth General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT: The Chair now declares nominations open for the Ninth General Vice President and the Chair recognizes Curtis Chick, Business Representative, Local Union 36, St. Louis, Missouri, at Microphone No. 4.
DELEGATE CURTIS CHICK (Local 36):
Thank you. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests to the 41st General Convention, when asked to place this name in nomination, I promised to keep it short and sweet, so here goes.

It is with great pleasure that I would like to place in nomination a personal friend and a person who I think has the best interest at heart of all sheet metal workers and who has followed his father in a leadership role with Local Union No. 91, John Churuvia, as Ninth Vice President in the International. Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Ron Masters, Business Manager and Financial Secretary-Treasurer, Local Union 45, Des Moines, Iowa, at Microphone No. 1.

DELEGATE RONALD MASTERS (Local 45):
Thank you. General President Sullivan, General Secretary-Treasurer Kelly, General
Executive Council members, delegates, and honored guests. It is an honor to come before this great assembly of sheet metal workers to second the nomination of John Churuvia, Jr., for Ninth General Vice President.

John and I have worked closely for years on local union matters and district council matters, and he has always kept the best interest of his membership first and foremost in his decisions, and he will do the same for the Sheet Metal Workers' International Association.

Therefore, it is a tremendous honor to place in nomination -- or to the second the nomination of a pretty good caddy and a darn good friend, John Churuvia, Jr., for Ninth General Vice President.

(Appause.)

GENERAL PRESIDENT SULLIVAN: The Chair now recognizes Tom Burek, Financial Secretary-Treasurer, Local Union 73, Chicago, Illinois, at Microphone No. 5.
DELEGATE TOM BUREK (Local 73): Good morning. As Henry the VII said to one of his many wives, "I won't be keeping you very much longer."

I have known John Churuvia for over 19 years. We both started in the business just about the same time as elected full-time officials, and all of that time John has always conducted himself with honor and dignity and integrity.

Through the years, there have been a number of thorny issues that affected our members, and I assure you that John always did and was always on the side that he thought was best for his members and for his union.

And I am confident that he will continue to do so in his capacity as Ninth General Vice President and as a member of the GEC.

So I am proud and honored to second the nomination of John Churuvia, Jr., to the office of Ninth General Vice President. Thank you.
(Applause.)

TEMPORARY CHAIRPERSON HOLT: Are there any further nominations? Are there any further nominations? For a third time, are there any further nominations?

The Chair recognizes a motion to close is in order, and the Chair recognizes Carl Jamison, Recording Secretary and Business Representative, Local 91, at Microphone No. 4.

DELEGATE CARL JAMISON (Local 91):

Thank you, Mr. Chairman.

I just want to add that I have known John Churuvia, Jr., since we began our apprenticeships over 37 years ago. I am very proud of the leadership that he has brought to Local 91 and to the General Executive Council.

Mr. Chairman, I make a motion that the nominations be closed.

TEMPORARY CHAIRPERSON HOLT: Regularly moved and seconded, nominations for the Ninth General Vice President be closed on the questions.
All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for John Churuvia, Ninth General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT: The Chair now declares nominations open for the Tenth General Vice President, and the Chair now recognizes Alfred Rodriguez, Business
Representative, Local Union 265, Carol Stream, Illinois, at Microphone No. 4.

DELEGATE ALFRED RODRIGUEZ (Local 265):

Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and honored guests, over 35 years ago, a young man entered into his journey into the sheet metal industry. After completing an apprenticeship in Local 265, he worked as a journeyman.

Subsequently, showing his leadership to his brother union members, he was nominated and then elected to the position of first trustee, then of president of the local.

In 1986 he was voted to be business representative, and, finally, in 1994, he was elected to the position of business manager which he holds to this day.

In 1994 he was also elected to the President of the DuPage County Building Trades. Under this business manager's
direction, the educational department of Local 265 has grown from three full-time instructors to six full-time instructors and also three-part time instructors.

The department has gone from a two-year service apprenticeship to a full five-year service apprenticeship, as well as our five-year sheet metal apprenticeship.

During his tenure, we have put not one but two additions to the educational facility. Under his leadership, the organizational division has gone from zero full-time organizers to three full-time organizers.

He has had the honor of being nominated for many awards by the community groups and most recently an award for labor leader of the year by the Illinois Crime Commission.

The membership of Local 265 has almost doubled over the ten-year leadership of this business manager. Serving as business manager of Local 265, it did not
take the international sheet metal workers long to realize his contribution to the sheet metal industry.

And seeing his attributes, the General President appointed this man General Vice President to our great International.

So it is with great pride and I am very humbled to place before you the name of Brother George Slater for Tenth General Vice President of the Sheet Metal Workers' International.

Thank you very much. God bless sheet metal workers.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Jerry Pyatt, Business Manager, Local Union 1, Peoria, Illinois, at Microphone No. 4.

DELEGATE JERRY PYATT (Local 1): Thank you, Mr. Chairman. I have known George Slater for 16 years, and over that time I have grown a great respect for the man. He is a man of integrity. He is a man of his
I have no doubt in his ability to serve this membership regionally and internationally. He has been a leader in our Illinois State Council. He is currently the president of the Illinois State Council.

There has been a lot of good things said about people today, and I am sure they are all true. And to keep this short, I have learned over the years there is three words that I have grown to respect, that when it is said you can read a lot of things into it. George Slater is one dog-gone good man, and it is my pleasure to second his nomination as Tenth General Vice President of this International.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Brad Glidden, Business Manager, Local Union 219, Rockford, Illinois, at Microphone No. 4.

DELEGATE BRAD GLIDDEN (Local 219):
Mr. Chairman, General President Sullivan,
General Secretary-Treasurer Kelly,
Executive Council, delegates and guests,
when I first became business manager of
Local 219, George was the first one to give
me a call.

We spent several hours together
going over things that may occur. He
treated me as if he had known me all of my
life. He has always been there when I
needed to give him a call and ask for his
advice.

George has worked hard for his
membership in Local 265. For the 2,700
working members in the nine county
jurisdiction that he oversees in Illinois,
there is 14 production locals and 300
building trade contractors.

I know that if he works as hard
for this International as he does for his
membership in 265, that my son, who is a
third generation sheet metal worker, will
have a long and bright future.

It is with great respect and an
honor to second the nomination for George
Slater as Tenth Vice President. Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: Are
there any further nominations? Are there
any further nominations? For the third
time, are there any further nominations?

The Chair recognizes a motion to
close is in order and the Chair recognizes
John Boske, Financial Secretary-Treasurer,
Local Union 265, Carol Stream, Illinois, at
Microphone No. 4.

DELEGATE JOHN BOSKE (Local 265):
Thank you, Mr. Chairman. There is an old
saying that when you need to get things
done, find a very busy person to do them.
I can speak for the business agents and the
organizers of our local and tell you that
George Slater is a very busy person.

He believes in the work ethic,
and he believes to lead by example. He is
often the very first one to get to the
building in the morning and the very last
one to leave at night.
I know this great union will benefit from his service, just like our local union has benefitted from his service. With that, I would like to make a motion to close the nominations for Tenth General Vice President.

TEMPORARY CHAIRPERSON HOLT: Regularly moved and seconded, the nominations for the Tenth General Vice President be closed on the questions.

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman. In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure
to cast one unanimous white ballot vote for
George Slater, Tenth General Vice
President, Sheet Metal Workers'
International Association.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT: The
Chair now declares nominations open for the
Eleventh General Vice President, and the
Chair recognizes Tommy Fuller, Business
Manager, Local Union 5, East Tennessee and
Vicinity, at Microphone No. 2.

DELEGATE TOMMY FULLER (Local 5):
Thank you, Chairman Holt, General President
Sullivan, General Secretary-Treasurer
Kelly, members of the General Executive
Council, fellow delegates, and honored
guests.

It is a privilege and honor to
stand before this 41st General Convention
and nominate a man for the position of the
Eleventh General Vice President.

Brother Gary Stevens is a man
who possesses great integrity, wisdom,
insight, leadership abilities, and the
greatest loyalty to family and union. That certainly qualifies him to remain in the position of the Eleventh General Vice President.

Brother Gary Stevens is a man who has earned my greatest respect and friendship over the previous years, just as he has done with so many others. His leadership and accomplishments truly speak for themselves.

I would be doing him an injustice if I didn't reference just a few of these accomplishments. Brother Gary Stevens has been a dedicated member of Local 110 for 30 years. He has been an officer of Local Union 110 since 1982, served 12 years as an executive board member, and from 1997 to present has faithfully and relentlessly served as business manager, financial secretary, or as business representative.

Brother Gary Stevens has also earned the greatest respect of his peers. This has been proven time and time again by
his being elected to the office of the Eleventh General Vice President by the General Executive Council, by his being elected Vice President of the Nuclear and Hazardous Material Council, Vice President of the Southeast Council, Vice President of the Great Lakes State Council, and as a member of the Kentucky State Department of Housing, Building, and Construction.

Brother Stevens was also appointed and served as a trustee of the SASMI Trust Fund in 2003 until he filled the position of the Eleventh General Vice President.

It is for these reasons and many more that I stand before you today with a distinct privilege and honor to nominate the Eleventh General Vice President of this great International, my dear friend, Brother Gary Stevens.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Tom Ingalls, Business Manager of Local Union 80, Detroit,
DELEGATE TOM INGALLS (Local 80):

Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, fellow delegates and guests, I am thankful for this opportunity to address my brothers and sisters.

I want to tell you about a man who has accomplished what he set out to do. He is a man of action, not words. I have known him for over ten years. This is a man who possesses the true leadership qualities which are required for this position. He has the insight and ability to help guide our union to the future, yet is strong enough to uphold the ideas on which brotherhood was founded.

He is a man destined to help shape our future. You know, I was not -- he told me not to tell this little story, but I am going to do it anyway.

One of Gary's first loves is boxing, and I don't know if a lot of people realize that. He came from a big family.
Two of his brothers got into boxing. One of them was a Golden Glove boxer, and the other one went professional and then they had Gary. And his father told Gary, he said, "I will give you $5 for every knock-down and $3 for every decision."

Well, the only money Gary collected was the $5 his dad gave him to quit.

(Laughter.)

But that loss is our gain. And at this time on behalf of Local 80 and the Great Lakes Council, it is my great privilege to second my friend, my brother, Gary Stevens for the Eleventh Vice President of this great International.

Thank you.

(Applause.)

TEMPORARY CHAIRPERSON HOLT: The Chair now recognizes Terry Farmer, Business Manager of Local Union 49, Albuquerque, New Mexico, at Microphone No. 2.

DELEGATE TERRY FARMER (Local 49):
Thank you, Mr. Chairman. Business Manager, Financial Secretary, Vice President Nuclear
This is a man you want to elect to represent your interests. There is only one reason Gary has held all of these positions, and that reason is that he cares about working people.

Gary knows that the only way to affect change is to get involved, jump in head first and be part of the solution and not part of the problem. For this, he has my utmost admiration.

It is with deep respect and great pleasure that I rise to second the nomination of Gary Stevens for the Eleventh General Vice President of the Sheet Metal Workers' International Association. Thank you.

(Applause.)
TEMPORARY CHAIRPERSON HOLT: Are there any further nominations? Are there any further nominations? For a third time, are there any further nominations?

The Chair recognizes a motion to close is in order, and the Chair recognizes Gary Pierson, Business Representative, Local Union 20, Indianapolis, Indiana, at Microphone No. 2.

DELEGATE GARY PIERSON (Local 20):

Thank you, Mr. Chairman. To go along with everything this morning, the nominations and elections of our officers and to follow our Building With Blocks, we have had the opportunity this morning to do that.

My brother, Gary Stevens, it gives me great honor and pleasure to close the nominations for the Eleventh Vice President of our International. Thank you.

(Appause.)

TEMPORARY CHAIRPERSON HOLT:

Regularly moved and seconded, the nominations for the Eleventh General Vice President be closed on the questions.
All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

It is unanimous and so ordered.

The Chair now recognizes General Secretary-Treasurer Tom Kelly.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman.

In keeping with the mandates of the Convention this morning and the Constitution of the Sheet Metal Workers' International Association, it gives me a great deal of pride and pleasure to cast one unanimous white ballot vote for Gary Stevens, Eleventh General Vice President, Sheet Metal Workers' International Association.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT:

That concludes the nominations and elections of your general officers and vice presidents. Retired General President
Arthur Moore will now administer the oath of office. Will everyone please rise.

RETIRED GENERAL PRESIDENT MOORE:

Let me just comment first, you know, in 1978 I attended my first General Convention, and I had the honor then of swearing in the officers that lead our union at that time, but nothing compares to today.

You know, you turn around and you think you are waiving good-bye, but when you get to the top of the stairs, like they say, and you are waving and there is no one there, I tell you, this international always has a way of making you feel welcome and at home.

And I thank Tom and Mike for this honor today. Thank you very much, and I thank the delegates.

I will ask those elected if they can kindly put their hand over their heart and repeat after me, using their name where I use mine.

"In the presence of the
delegates of the Sheet Metal Worker's
International Association, I do hereby
certify that I am familiar with the
provisions of the Constitution of the Sheet
Metal Workers' International Association;
and do hereby pledge myself to perform the
duties of the office to which I have been
elected during my official term and in the
manner specified by the Constitution of the
Sheet Metal Workers' International
Association; and that in the performance of
my official duties, I will require all
members to comply fully with their duties
and obligations and will give due
consideration to the rights of all members
without prejudice and without exception;
and that I will deliver to my successor all
books, papers, monies, or other property of
this association which may be in my
possession at the close of my official
term, all in accordance with this pledge
and obligation taken."
I now declare you duly
obligated. Let's welcome our officials,
Fellows.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: On behalf of all of the officers of the Sheet Metal Workers' International Association that have been duly elected here before our body of this membership, I want to say thank you for giving us the opportunity to serve.

Before we move into a few remarks by General Secretary-Treasurer Kelly and myself, I would like to give you a small glimpse at what we are going to be doing this morning.

We will be taking a break very shortly, and I know that that is important. We will be taking that break as soon as -- about 12:10 and we will be coming back, and it is important that when we come back we be in the hall -- we be back into the hall, everyone, by no later than 12:45.

Now, we are only going to take a short break, but in case you get lost out there because we will be having a joint convention meeting by live satellite with
the Painters' International Association for
some very special business.

At this time, the Chair will
recognize General Secretary-Treasurer Tom
Kelly for some remarks.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mike.

(Applause.)

General President Sullivan,
General Executive Council, General
President Retired Arthur Moore, General
Secretary-Treasurer Retired Larry Cassidy,
Retired General Vice Presidents, retired
staff, delegates, guests and friends, I am
honored to stand before you this morning to
be elected to the office of General
Secretary-Treasurer of this great union.

It is a humbling experience. I
began my apprenticeship in 1965 at the age
of 19. I sometimes think of those members
that I worked with then, many of whom have
left this earth, and wonder what they would
think.

One of the advantages I had is
they were part of what is known as today, as the greatest generation, World War II veterans like my father. They taught me the value of a good day's work, loyalty above all to Local 19, and how to be a competent sheet metal worker.

These lessons are indelible in my belief and guide my every day actions.

I served Local 19 as a business agent for three years and 23 years as its president and business manager. Local 19 is and was a part of my family.

Leaving there was a heart-wrenching decision, but I must say to each and every one of you, that I left my family in good hands with Joe Sellers. Joe, thank you for all that you have said this morning, and thank you most of all for the great job that you are doing for our local and our family.

(Applause.)

I asked Bruce Word to second my nomination because of the respect that I have for him, Joe Maraccini, and the
officers and members of Local 104. I sum
this up by saying, Look at the boxes that
they donated for our honored guests this
week.

I have known Richard Loyd, as he
said, since 1982 when we were both on the
Resolutions Committee at our Convention in
New York City. I can say to each and every
one of you, without fear of contradiction,
he is a stand-up guy, a credit to this
union as its First General Vice President,
and I am proud to call him my friend.

Dave Zimmermann from Local 36 is
a staunch believer in his union, always
willing to stand up for what he believes
in. To all of you, thank you very much for
your wonderful remarks this morning.

My friend, Joe Wall, speaks well
for our Canadian members. At the same
time, he knows the necessity of unity
amongst our locals of both of our
countries, and he is always there to
benefit every member of this great
International Association. Again, thanks
to all of you.

My special thanks goes out this morning to my best friend, my wife Linda, who tolerates me with all that we do for this union, for the work that must go on, and, I must say, picks up some pretty nice ties at times. Thank you very much, Linda, for everything that you do.

(Applause.)

Two years ago when I began as your General Secretary-Treasurer, it was my top priority to have our office work as a team for the benefit of the members of this union. I can honestly report to you that I have had 100 percent cooperation from all of our office staff.

I would like to thank Kathy Bishop, our office manager, Jackie Bennett, our assistant office manager, and David Darcey, our comptroller. My secretaries, Kathleen Griffith and Ellen Scott, and all of our employees who are members of OPEIU Local 2, for their hard work, their honesty, and the dedication that they have
for all of our local union, this
International and our members.

(Applause.)

This Convention, let me give you
a background of how this started and bring
you up-to-date. While in Canada, I believe
it was last October, one of the delegates
asked, "Why don't we display some sheet
metal work at the Convention?" I told him
that we would take it into consideration.

After thinking about it and,
like Mike and I, we are both firm believers
that this International can only be strong
with the support of our locals and our
locals can only be strong if we have an
International that respects their members
and responds to the needs of the locals.

Thus, we have the theme, Our
Locals Are the Building Blocks of a Strong
and United Union. These individual panels
represent those building blocks. I want to
thank every local that responded with a
plaque.

To get all of this started, I
came out to Chicago in January, and it was
on a snowy Friday night. They were having
their first union meeting in their new
hall. I brought them their 100th
Anniversary charter.

And I met the next day with
Stan, Jim Slovey, and I believe Darlene
Mstowski was also at the meeting along
with the camera group. I explained to them
all of the ideas that we had for this
stage.

From that day until this, Jim
Slovey and his staff have never, ever, ever
questioned anything that we wanted to do.
They put this whole thing together. They
got this -- they came in here on Friday,
put this wall up, got everything into this
room, and there is a lot of work behind
this.

This has plywood behind it. All
of the H channels that the panels slid
into, the flashing that goes on top of
here. They just did a fantastic job.

So while it is nice to have the
accolades that have been bestowed on me this week, this could not have been done without that cooperation.

(Applause.)

More so than that, when I go into a city, I go to the business manager. That is their territory. They know the area. When we put together all of these parties, I went to Stan and Darlene Mstowski -- I think I got it a little better that time -- and they were right there, paragraph and verse, to get all of that done.

So we have all enjoyed ourselves and it has been great, but those people were right there step by step to see to it that this International Association was represented well in their city. And we do owe them a good thank you, and that is from Stan all of the way down.

(Applause.)

You know, Peter Cockshaw that has addressed us many times says that we are the best kept secret in the world, and I
think it is time we let that secret out of the bag.

You look at this room, and many compliments have been given to us by the hotel management and by the various professionals that have been in here to set this convention up. I called Derek Evans and said, "How about making flags for us? We do panels in stadiums all over this country and all over Canada." That is what they made, American and Canadian flags.

Then I got a hold of Bobby Brown because when you go to Canada, you see that beautiful copper work. I said, "How about making a couple cupolas," which they did. Paulie Collins, I called him up and he did all of the -- Local 137 and his guys did all of the lettering for this convention. And I must tell you this, we were a little panicked Saturday morning because when I was walking through the lobby, Paulie stopped me to say, "I put the letters up on Friday night."

I said, "Paulie, they have to be
level and plumb. I don't want you playing
with the letters in there." So to
everybody's relief, he was inside the duct
and he was putting the nuts on the back of
the letters and his fingers are a little
sore, is what he told me, but he did a
tremendous job for us. Paulie, thank you
for everything. And all of you guys, thank
you.

When the panels -- and Jim
Slovey pretty much took this to heart.
When we were not getting the panels that we
needed and we did not want anybody to be
left out of this thing, I called Charlie
McClure, Local 19's training coordinator,
and said, "How about making me 100 panels,"
which he did, and Jimmy, with his laser
machine put every locals number there.

So this group has done a
fantastic job to represent this union at
this Convention, and to me, working with
Local 73, it was like being home. There
was not anything that they would not do to
make you and I feel comfortable in their
town, and thank you once again very much.

(Applause.)

Now, let me say this about the
dinner tonight. The orchestra will be the
Chicago City Lights, and the comedy show
will feature Darrell Hammond from Saturday
Night Live, not an imitator but the Real
McCoy, and the show is going to take place
for about an hour.

I do have a message here that I
will read-out later that if you don't have
a table, get here about 6:45, one person
from your group will come in and you will
be able to mark a table so that there is
not mass confusion when we come in here
this evening.

In traveling through this great
International Association, I have had the
privilege of seeing just how talented our
members are. When I was down at the union
industry show a couple years ago in
Pittsburgh, I saw that railroad car that
the members of Pittsburgh Local 12 had
made. Up in Buffalo, New York, at their
100th Anniversary, Mike and I had the
privilege of seeing that car that was made
by Steve Domster from Local 71. Steve are
you in the room? Is he in here today?
Well, you will see him in here. I am sure
he will be here tonight and the party is
being held here, by the way, tonight, and
these things have to be displayed.

That airplane was in the
journal, and Local 7 got it down here for
all to see. And you see them arches, they
were displayed at the union industry show
that was held in Local 36 this year.

Local 441, had a submarine in
Mobile, Alabama, that they made for the
city. The problem was it was 35 foot long
and 5,000 pounds, and we had a few people
panicked in this hotel trying to get it in
here. So we tried, but we couldn't get it
here.

And Local 435 has a display over
there of the generation statue.

These are just the things that
we do, and we have to let the world know
just how good we are at what we do. We
have trained, we have taught, and we have
kept it a secret. Not all of the time, but
we just have to let people know.

There are crafts people like
this in each and every local in this
International Association, many of them,
and the more that we let people know, the
more we are going to be recognized and the
better our image will be and the more work
we will have for this union.

(Applause.)

When organizing, it is time to
act. There are 12,000 apprentices in this
union, 3,000 in each year. That could give
us 1,500 organizers on the street every day
if each local union in this International
Association put on a full-time
youth-to-youth program. We would build an
army of union zealots who would expand this
union more than you and I could ever
imagine.

We no longer have a choice of
when to organize. The opportunity is now.
We need to seize every action and turn it into a positive event for our union. For example, overtime we need to use that antiworker law by saying, "If you belong to a union, your contract will protect you."

We heard from the President of the Illinois State Council, the AFL-CIO, and the governor that that OT bill does not exist in Illinois, and that is great for this state.

But let me tell you something, we also heard yesterday from Jay and the Governor of Indiana, that they want to move a right-wing Republican right next door, and that will exist there and they will expand it and they will take our jobs. And if people can't get away with it here, they are going to move there and they are going to move all over where they can go to do what they can to line their pockets and rob the working men and women of this nation. We cannot let that happen.

If this local across the river has a problem, it is all of our problem.
because sooner or later it comes home to roost. This is the most anti-union, anti-working family, anti-civil rights, anti-freedom administration we have ever witnessed.

I watched that film this morning, as the sons and daughters and brothers and sisters of our members are serving in the military. Well, this anti-union administration has no problem sending them to Iraq. What did we hear, that 11 of our soldiers were killed since we have been in convention. We have been here for two weeks.

As a father, it breaks my heart for a mother and father to raise a son and daughter, to have them sent home disabled, or in a body bag because of somebody that wants to wage war over oil to line their pockets and destroy the fabric of this nation.

(Applause.)

They went so far as to claim or to term Max Cleland, a veteran who lost two
legs and an arm, as anti-American.

They are trying to discredit John Kerry for his service to this country.

Let's think about that. The governor of Indiana said it yesterday, a prisoner of war. You don't go into the shelf and pick out a medal. Somebody gives it to you. You don't sign on the line and say, "Give me a couple of medals here, I did this, I did that, I did the next thing."

John Kerry earned those medals. They were given to him by his supervisors. This administration operates thusly, let's tell a lie and keep telling that lie. Sooner or later, somebody is going to believe it.

There is nothing more I can say to you individually or collectively that could possibly have you work any harder to remove this administration from power, but I do have this to say to each of you individually and all of us collectively, that if John Kerry is not elected president, then shame on us.
If John Kerry is not elected president of the United States, shame on us. We need to be mobilized to bring the rights and freedoms and liberties back to the working families of this nation. We can do it, and we should do it.

On our union, throughout our history, we have faced many obstacles and found our way around them. We have learned to assess the road blocks to our success and think in new innovative ways, whenever we were down. When it was essential for this union and all of our locals to team up with employers for more work opportunities, we did it through all of our best practices.

This same type of thought must go into uniting the labor movement. In some cases we have forgotten how good we can be when our movement and our livelihood are in question and threatened. When an administration such as this uses fear tactics and propaganda, we sometimes start to doubt our ability. We don't have to.
We can do anything we set our minds to do. We need to elevate our members to provide opportunity to all who need a hand-up. We need to work as hard as we can to have everyone who works at our trade to be a member of our union.

All of us, we have certainly left enough friends and relatives into this union, and as a guy I used to work with said many times, "We have enough men on this job, now let's get some workers."

We can't close this door. This door has to remain open. Just like you cannot close any door to think that you have anything locked up. It just doesn't happen.

As strong as Illinois can be, it could change tomorrow with an invasion. They do not sleep. They do not rest. They want to take everything that we have earned. Everything that we have ever earned, they want to take that away from us.

This union movement cannot
follow the lead of corporate America and cut benefits. We need a plan to remedy our rising healthcare costs, to stabilize our pensions, and our jobs. The governor of this state decided, you can bring those prescription drugs in here from Canada or Ireland or England. People here have to be served right. Enough is enough. This administration can't fight all of us.

You know, I had a thought a couple of weeks ago, and let me share it with you because I am about tired of hearing about Osama Bin Laden and all that is going on. You know, just suppose we said to them, "We are going to shut down this country until you capture Osama Bin Laden. You are not going to get any tax dollars. We are not going to have any commerce." I bet you they deliver him really fast.

Had we stayed in Afghanistan, chased him down, and not wasted the money we have wasted on this war, this country would be on the road to success, and this
president, to be honest with you, would be
tough to beat.

So why doesn't somebody do the
right thing? Because they don't want to.
They are that arrogant that they don't
think they have to. United we stand,
divided we fall.

They are playing this labor
movement like an fiddle. No union person
could support this administration. No
union official could.

The one or ones that are, I
sometimes think that they are assaults
inside our movements. It has been said
several times this week, it is not gays, it
is not abortion, it is not guns.

These are all of the divisionary
tactics that they use to assault the worker
and working families of this nation, to get
off on a tangent. It is the economy, it is
security for this nation, it is education
for our children, it is healthcare for all
of us. It is making sure that our retirees
have a good place to go.
Our children and our children's children will shoulder the debt that this administration has caused. Think about it, any one of you, any local in this room or Mike and I standing at this table, if we took what we have in this General Fund and in three years' time had that amount of money as a deficit, we would be voted out of office and, indeed, we should be and so would you.

If you had $5 million in your General Fund and in three years time you had a $5 million deficit, your members would think there is something wrong with you. Well, we are members of this nation, and it is time for us to come out to vote and throw them out of office.

I believe that this is a great opportunity to show despondent workers why unionism works. We must talk the talk and walk the walk. We must think with creativity, mend fences with other unions that are working towards the same end as we are, and we will see some of that this
afternoon. It can be done. We have a
talent pool amongst us that is invaluable.

We have knowledge, we have
ability and drive. Two years ago in Hawaii
I stood before you and pledged to do my
best every day for our union. I said we
could have disagreements but not division,
and I have kept my word.

I want now, more than any time
in my career as a sheet metal worker, to
bring new energy to enhance our union.
Again, I pledge to give this union every
ounce of energy in my body to make it the
best. We must never, ever, ever give up
the fight. Thank you.

(Standing ovation.)

TEMPORARY CHAIRPERSON HOLT:

Before I officially turn the Chair over to
General President Sullivan, my record on
the Credentials Committee I screwed up in
all of the commotion getting ready for the
nominations. I forgot to recognize Joe
Maraccini, the secretary of that committee
and his hard work that he had done. His
members in that local are very fortunate to
have a hard working man like that.

He made sure all of the numbers
added up, and he made sure everything was
correct, and did not quit until it was
done, so I would like a round of applause
for Joe right now. Thank you, Joe.

(Applause.)

I am going to turn this back
over to General President Sullivan. I want
to thank you him for the opportunity he
gave me to run the nominations, and I know
we are in good hands for the next five
years. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Well, I
promise you, I won't be long. I know we
have a lot of other business today, and I
want to say to you that you have heard most
of my remarks earlier this week, through my
what we call State of the Union speech.

But I would like to thank the
General Executive Board, General
Secretary-Treasurer Kelly, Retired General
President Arthur Moore, Retired
Secretary-Treasurer Larry Cassidy, and all
of you for the honor that you have bestowed
upon me to serve this great International
of ours.

(Applause.)

I have to say that when I asked
Paul Collins, Roy Ringwood, Al McQuillan,
and Terry Farmer and Tim Hintze to say a
few words on my behalf and second my
nominations, I was humbled by the remarks,
and I want to say to each and every one of
them, thank you very much for those kind
remarks. You are good people, and I
appreciate all that you do for this
International.

(Applause.)

My business manager, Jay
Potesta, who nominated me, Jay, as always,
you do a fine job. I look at him, and over
the past ten years since he has been the
business manager of my local union, when I
handed him over the gavel and told him,
"You know, Jay, I know that I see my
fingerprints all over this place and I know
that when I come back there is going to be
all of these smudge mark and yours are
going to be in place, and that is the way
it should be."

And sure enough, he has
developed into, in my opinion, a great
business manager and a great leader of
Local 20, and the second business manager
of Local 20 and a dear friend.

So, Jay, thank you for your
comments this morning and for nominating
me. I appreciate it very much.

(Applause.)

I would be remiss if I did not
thank my local union because if it was not
for them, I would not be here. I would
like for all of the delegates from my local
union to please stand. Thank you.

(Applause.)

It is great to have friends in
the front row, and I appreciate your
support for all of the years that I have
known each and every one of you. You are
good people, and you are good leaders. And
I know that you will make this union proud
and you will make me proud. Thank you so
much for your support.

(Applause.)

I said at the last convention
that if you know an individual's family,
you know him, and I have introduced to you
some of my family. And at that convention,
I introduced my family and I had them come
on the stage.

And this year, rather than do
that, I thought I would just make it a
little bit simpler and ask some people to
rise in the room and thank them for being
here and for always being on my side and
helping me when I needed their help.

I would like to first start with
Lois and Fred Whitlow. Fred, would you
please stand. Fawn and Bob Boyer, Bob.
Ronny Ali, Steve Smoot.

These people have been a great
help to me and supported me when we went
through some tough times in my local union,
and I want to thank each and every one of you, also. Thank you.

I would be remiss if I didn't mention Richard "Cowboy" Compton for all of his support and aggravation over the years.

(Laughter.)

He has been a good friend and a good employee and international organizer for this international union. Richard, thank you so much for all that you do.

(Applause.)

Is Irene Nowak in the house? Irene, would you stand. Irene Nowak is the wife of Chester Nowak, a deceased and retired member of this international who was also a business manager, president of Gary, Indiana, Local 303, and also an international organizer.

Irene and Chet adopted me when I was a young man and first started coming to these meetings, and Chester Nowak taught -- took the time to take a young kid and give him the opportunity and the knowledge and share that knowledge rather than hoarding
it to see to it that I had the
opportunities that I did, and, Irene, thank
you so much for being here. We love you,
and we love Chester.

(Applause.)

I appreciate Secretary-Treasurer
Kelly's remarks about our staff in the
office, and I echo those. I would be
remiss if I did not mention my secretaries,
Lisa Mead and Trish Liebe. Are they in the
room? No, they are probably hard at work.
No, they are? Would they please stand.

Thank you.

(Applause.)

We have a great staff in our
organization. When we first -- we have
been molding and putting together, I think,
some of the finest people to represent this
international and our members in the labor
movement, and I want to thank each and
every one of them for the support they have
given me over the last five years. No man
does it by himself. He has a lot of
support.
So to all of the international reps and organizers and directors and department heads and assistant directors, I want to say thank you for all of the work that you do. You helped me move this and our organization and Secretary-Treasurer Kelly move this organization forward for the benefit of our members. Thank you.

(Applause.)

I have some other guests here, and I want to introduce them. Because they are very important to me, they are very special in my life. Many of you may or may not know, but my wife and I were never, ever able to have children, but I have been very fortunate, we have lots of godchildren and we have lots of nieces and nephews and we have a lot of great nieces and nephews. So I would like to introduce a dear friend that drove all of the way from Indianapolis. My wife and I are the godparents of their two daughters, and he came from Indianapolis. He is an attorney and his wife is a retired teacher, Gary and
Janet Taylor. Would you please stand.

(Applause.)

Of course, my niece, my brother's daughter is here today and her husband. I would like for them to stand.

Lori Guerra; Rigoberto Guerra, her husband, who is a sheet metal worker; their daughters, Gabrielle, Cassandra and Madeline, please stand.

(Applause.)

These little girls bring a lot of joy to my heart, and I am glad they are with me here today.

I also have my nephew, whom I'm very proud of, who is here today as a delegate from my local union and he was elected as such. He is also the organizer for Local 20, Frank Sullivan.

(Applause.)

And my sister, I would like her to stand, Daisy Sullivan, or Daisy Cole now, her husband.

(Applause.)

When she came home -- she's the
youngest in the family. When my mom brought her home, she was very sickly and we didn't think that she was going to live. And when she came home, she was the apple of my brother and my's eye. She put up with a lot over the years, our protecting her and looking out for her to the point to where I know she used to think, my goodness, I wish they'd go away and leave me alone. She is a sweetheart, and I am glad that she is here with me today.

My brother, Frank, and his wife, Linda. His wife, Linda, was my wife's best friend, and when my brother came home from Vietnam, we introduced them. And in a whirlwind romance, my brother swept her off her feet. Actually, I think that she probably hadn't had her glasses corrected for some time.

(Laughter.)

But my brother, Frank, and his wife, Linda. I want to tell you. I have known a lot of men in my life, but my brother, Frank, is the most courageous. He
volunteered to go to Vietnam while he was in the Marine Corps. And on the way back out, he volunteered to go back, and he saw things that most of us are very fortunate that we never had to see.

I am very grateful that they are with me here today also. I love you.

(Applause.)

Now I am going to try to get my act together here a little bit and say a few things. When my father -- at the last convention my father was here with me. He was a sheet metal worker for 59 years and you gave him the greatest honor of his life, to stand beside me and see his son elected as General President of this International.

He is not here with me today, but he is in spirit. He died, as I said earlier this week, from a disease caused from asbestos. And I know that this union, and I feel gratified that this union has always stood behind its members and health of its members. He is proud of me, and he
is proud of you, and I am proud of all of you also.

I said at the last convention that I would work as hard as I could and that I would not dishonor this International Union and I would not dishonor you, because if I did that, I would dishonor my family. You have seen my family. I love them very dearly, but I cannot say -- and I would not say -- that I don't have the same emotions and feelings about each and every one of you and each and every one of our members.

I don't make many promises, but I say this to you, I will do the best that I can to serve you and our membership. I will see to it on my watch, that we move forward. I will never take the easy way out and blame someone else for the problems. I will address the problems no matter what it means to me politically. I will always do the right thing.

Those --

(Applause.)
Those of you that know me know and will be the judge and can vouch for whether or not what I have said is so. This International is a great union. We can do and move mountains. I believe that. Our membership motivated can do whatever it takes to see to it that our livelihoods and our futures and the futures of their families are better than they were and better than they are today. You know, a lot of us in this room haven't seen a lot of bad times, but our children, our grandchildren, our nieces, our nephews, our friends, their daughters and children, the children of this country and children of this world are seeing the worst of times. And they are not getting any better.

The people in power have one goal in life, destroy the labor movement in this country, to have a union free society so that they can do whatever they please without any opposition. We are the people that are going to stand up and keep that from happening. All of us are the army
that will change the course of this nation, which will change the course of this union.

For the next five years I ask that each and every one of you make the personal sacrifices necessary to see to it that we do what we have been elected to do, that we do what we know is in our hearts and our souls, and, that is, to make the livelihoods and lives of all Americans and all people in the world better for every child and person.

I ask you to go with me along that path to see to it and to give every effort to see to it that we accomplish our goals in the service of our members.

Thank you and God bless each and every one of you. God bless America and God bless this union.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: You know, I'm not as eloquent as some people that we have heard earlier from the microphones today, and like a stupid guy that I am, you know, I forgot the most important person in
my life.

(Laughter.)

And you want to know the ironic part of that is, today is our 35th wedding anniversary. Now, fortunately, she knows how incompetent I can be, and she -- fortunately for me, she is very forgiving. And, you know, I stand here and I say, how in the heck can I do that? Tom says I'm tap dancing around it as well as he thought anyone could. But --

(Laughter.)

-- I apologize to my lovely wife.

(Applause.)

And I want to say this, if it wasn't for her and her patience --

(Love Me Tender is playing in background.)

-- and putting up with all the nights that I have been gone, all the days that I traveled. You know, in this position, you travel. You are away from
home about 200 nights a year traveling, and
I have to tell you, Amy, I love you. Thank
you for sticking with me and forgive me.

God bless.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:
You had that planned just to play this
music.

GENERAL PRESIDENT SULLIVAN: And the
king came back to serenade her.

At this time we have two orders
of business before I will take a break, and
if you will just bear with us for two more
pieces of business. I would now like to
bring forward Tom Anderson, Business
Manager, Local 24 for a presentation.

DELEGATE TOM ANDERSON (Local 24):
Thank you Mr. Chairman.

General President Sullivan,
General Secretary-Treasurer Kelly, General
Executive Council, congratulations on your
re-election. Fellow delegates and guests,
good afternoon. General President
Sullivan, General Secretary-Treasurer
Kelly, on behalf of the officers and members of the Sheet Metal Workers Local 24, I am proud to be able to present to you a pair of symbolic American bald eagles, to you, our great leaders of the Sheet Metal Workers' International.

President John F. Kennedy wrote, "Our founding fathers made an appropriate choice when they selected the bald eagle as the emblem of our nation. The fairest beauty and proud independence of the great bird aptly symbolizes the strength and freedom of America." As we move forth in this new millennium, the officers and members of Local 24 enthusiastically support you.

Thank you for all your hard work and dedication on behalf of the Sheet Metal Workers. I would like to present you with some stainless steel American bald eagles made by members of Local 24.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Beautiful. It's beautiful.
Thank you, Tom. On behalf of Secretary-Treasurer Mike Kelly and myself, these will be in our offices and we will always cherish them, and please deliver to your membership our sincere appreciation for this recognition and those two eagles. They are beautiful, huh?

Before I go into the next piece of business, you know I messed up so bad. My wife is here. Could you get a shot of this? This is the card she left me this morning. Can you get a shot of this on the screen? Anyway, if you can see there, an elderly man and woman with an old tractor and -- I will do it this way. See the elderly man and woman and the tractor? It says on the inside, "Your equipment still turns me on."

(Applause.)

Believe me, she still turns me on.

(Laughter.)

Okay. I will be paying -- I will be doing this all week. I am going to
be trying to make restitution. At this
time I would like to call forward the
chairman of the Resolutions Committee, Roy
Ringwood.

COMMITTEE CHAIRPERSON RINGWOOD: Thank
you, Chairman Sullivan.

The Resolutions Committee is
prepared to continue its report. Secretary
Joe Kerwan, please.

COMMITTEE SECRETARY KERWAN: Even
though the election is over, I will still
read the following resolutions in support
of our general officers. There are 17
resolutions supporting General President
Sullivan and the General
Secretary-Treasurer Kelly, and General Vice
Presidents. These officers have been all
been diligent and hard working for this
International Association and will provide
the necessary talent and leadership to lead
us during the next five years. These
resolutions are from the following locals
and councils. They are all in the yellow
book, starting with Resolution No. 10, on
Resolution No. 11, introduced by the Sheet Metal Workers Local 47, Ottawa, Ontario, Canada.

Resolution No. 12, introduced by the Sheet Metal Workers Local Union 280, Vancouver, British Columbia, Canada.

Resolution No. 13, introduced by Sheet Metal Workers Local Union 397, Thunder Bay, Ontario, Canada.

Resolution No. 14, introduced by Sheet Metal Workers Local Union 473, London, Ontario, Canada.

Resolution No. 15, introduced by the Sign Industry Council of Sheet Metal Workers.

Resolution No. 16, introduced by the Canadian Council of Sheet Metal Workers and Roofers.

Resolution No. 17, introduced by the Great Plains District Council of Sheet Metal Workers.

Resolution No. 18, introduced by the New England District Council.

Resolution No. 19, introduced by the New York State Council Sheet Metal Workers.
Resolution No. 19, introduced by the North Central States Council of Sheet Metal Workers.

Resolution No. 20, introduced by the Northwest District Council Sheet Metal Workers.

Resolution No. 21, introduced by the Pennsylvania State Council Sheet Metal Workers.

Resolution No. 22, introduced by the Rocky Mountain District Council of Sheet Metal Workers.

Resolution No. 23, introduced by the Southeast District Council of Sheet Metal Workers.

Resolution No. 24, introduced by the Southwest District Council of Sheet Metal Workers.

Resolution No. 25, introduced by the Western States Council of Sheet Metal Workers.

Resolution No. 26, introduced by the Canadian Council of Sheet Metal Workers and Roofers.
The Resolutions Committee has combined Resolutions 10 through 26 and recommends concurrence with these resolutions, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation. Any speakers?

All in favor of the resolutions, kindly signify by saying "aye."

(Chorus of ayes.)

Opposed, "nay."

 Adopted.

Thank you.

(Applause.)

We will now take a 15-minute break, and we will start back for the, and get ready for the hookup.

(At 12:15, the Convention recessed, to reconvene at 12:30 p.m.)
Wednesday, August 25, 2004

AFTERNOON SESSION

The Convention reconvened at 12:52 p.m., President Sullivan presiding.

GENERAL PRESIDENT SULLIVAN: Will the delegates kindly take their seats.

Will the delegates kindly take their seats.

I know that was short, probably not long enough, but, as I said earlier, we are going to have a direct satellite hookup with the Painters Convention. We are going to have a direct satellite hookup to the Painters Convention going on in Washington, D.C., at about -- I think it is going to start at 1:15.

Anyway, we will get started now with the report. The Chair will now recognize Anthony Behan, chairman of the Asbestos Committee for their report.

COMMITTEE CHAIRPERSON BEHAN: Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive
Council, fellow delegates and invited guests, your Committee on Asbestos for the 41st General Convention is ready to report. Mr. Chairman, this Committee has nine recommendations that were considered. And before our Secretary makes his report to the Convention, I would like to acknowledge the Committee members and thank them for their time and effort. The Asbestos Committee consisted of following delegates:

Myself, Anthony Behan, Local Union 11, chairman; Len Phillips, Local 16, Secretary; Leonard Day, Local Union 437; Peter Wyatt, Local Union 8, Tim Felton, Local 397, Michael Cirillo, Local Union 100.

At this time, Mr. Chairman, I will turn the report of the Asbestos Committee over to the Secretary, Len Phillips.

COMMITTEE SECRETARY PHILLIPS: Good afternoon. General President Sullivan, General Secretary-Treasurer Kelly, members
of the Executive Council, fellow delegates
and guests, the Asbestos Committee met in
session this past week, and it has been the
general consensus of the Committee, after
much discussion and deliberation that the
nine recommendations contained in this
report were very crucial to the well being
of all the members of the Sheet Metal
Workers International Association.

The nine recommendations of this
Committee are as follows:

No. 1, the Committee recommends
that every Local Union within the Sheet
Metal Workers International Association
continue to participate, support and
utilize the resources provided by the Sheet
Metal Occupational Health Institute Trust.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON BEHAN: Second
the motion.

GENERAL PRESIDENT SULLIVAN: You heard
the Committee's recommendation. Is there
any discussion?
Seeing no one at the microphone, kindly signify by saying "aye."

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY PHILLIPS:

Recommendation No. 2, realizing over one-third of our members screened for asbestosis have been infected with some type of asbestos-related disease, many were able to get treatment in time, thereby saving lives in the United States and Canada.

The Committee recommends and urges the Sheet Metal Occupational Health Institute Trust to continue the screening program in the most expedient manner possible.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON: Second the motion.

FOURTH GENERAL VICE PRESIDENT MARSHALL: Brother, you have heard the
motion for resolution. Is there any

discussion?

Hearing none, the resolution is

adopted.

Excuse me. All in favor of the
resolutions, say "aye."

(Chorus of ayes.)

Any opposed?

The resolution is adopted.

(Appause.)

COMMITTEE SECRETARY PHILLIPS:

Recommendation No. 3. As it is imperative
that any problems related to exposure be
detected early to insure medical treatment
by any current and/or future medical
advancement. Whereas, only 25 percent of
the eligible members have been screened for
Asbestos exposure to-date and of those
tested, one-third have shown signs of
infection and thereby were able to receive
treatment, thus saving lives.

The Committee urges all local
unions to aggressively promote screenings
and encourage members to take advantage of
the opportunity available to them.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON BEHAN: Second the motion.

FOURTH GENERAL VICE PRESIDENT MARSHALL: Brothers, you heard the resolution. Is there any discussion?

Hearing none, seeing none, all in favor of the resolution, say "aye."

(Chorus of ayes.)

Any opposed?

Adopted.

COMMITTEE SECRETARY PHILLIPS:

Recommendation No. 4, the extreme hazards of working with asbestos are well known. However, all the hazards of other man-made fibrous materials may not be known. Recent research indicates fiberglass is not a suspected carcinogen; however further research may indicate otherwise. Therefore, the Committee recommends that the Sheet Metal Occupational Health Institute in conjunction with the ITI and
SMACNA, continue to research and investigate all suspect materials, as well as educating our industry concerning health hazards in the workplace.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON BEHAN: Second the motion.

FOURTH GENERAL VICE PRESIDENT MARSHALL: You heard the resolution, made and seconded. Any discussion?

All in favor, say "aye."

(Chorus of ayes.)

Any opposed?

Resolution adopted.

COMMITTEE SECRETARY PHILLIPS: Fifth recommendation. The Committee recommends SMOHIT continue with educational issues related to the Industry and provide the industry educational programs and certifications that are developed in conjunction with the ITI. It is further recommended that continued attention be given to health and safety hazards along
with asbestos and other issues of mutual concern in the Industry, including, but not limited to, hearing loss, welding fumes, lead exposure, silicosis and ergonomic microphones.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON BEHAN: Second the motion.

FOURTH GENERAL VICE PRESIDENT MARSHALL: Brothers, you heard the resolution before us. Any discussion? If not, all in favor, say "aye."

(Chorus of ayes.)

Any opposed?

Adopted.

COMMITTEE SECRETARY PHILLIPS:

Recommendation No. 6, the introduction of legislative reform targeted to diminish Workers' rights are of great concern to our members. The Committee recommends SMOHIT continue to work with the legislative department of the SMWIA and other entities within the Building and Construction Trades.
Department of the AFL-CIO, to properly address workers' rights issues related to health and safety, to ensure labor's position is position heard.

Mr. Chairman, I so move for adoption.

committee chairperson behan: Second.

fourth general vice president marshall: The resolution has been moved and seconded.

Is there any suggestion?

All in favor, say "aye."

(Chorus of ayes.)

Any opposed?

Committee secretary phillips: Seventh recommendation. The Committee recommends that SMOHIT continue to pursue alternate funding to offset research and development costs along with delivery of programs by applying for and securing grant money cost to programs.

Mr. Chairman, I so move for adoption.

Committee chairperson behan: Second
the motion.

FOURTH GENERAL VICE PRESIDENT

MARSHALL: You hear the resolution, brothers. Promptly seconded.

Any discussion on it?

All in favor, say "aye."

(Chorus of ayes.)

FOURTH GENERAL VICE PRESIDENT

MARSHALL: Any opposed?

COMMITTEE SECRETARY PHILLIPS:

Recommendation No. 8. The Committee also recommends continuance of the cooperative service contract with the ITI, as established by the Trustees of both entities.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON BEHAN: Second the motion.

FOURTH GENERAL VICE PRESIDENT

MARSHALL: Brothers, you hear the resolution, promptly seconded.

Are there any discussions?

All in favor, say "aye."
(Chorus of ayes.)

Any opposed?

COMMITTEE SECRETARY PHILLIPS:

Recommendation No. 9, in keeping with the development and growth of the various aspects of SMOHIT and to better reflect our changing needs, the Committee respectfully submits that this committee in the future be known as the "Occupation Safety and Screening Committee."

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON BEHAN: Second the motion.

FOURTH GENERAL VICE PRESIDENT MARSHALL: Brothers, you hear the resolution. Promptly seconded.

Any discussion?

All in favor, say "aye."

(Chorus of ayes.)

Any opposed?

COMMITTEE SECRETARY PHILLIPS: The Committee would like to thank General President Sullivan, General
Secretary-Treasurer Kelly, and the Fund Trustees for their utmost interest and deep concern for the health and safety of all our members within the Sheet Metal Workers' International Association.

Also, the Committee extends to Executive Director Gary Batykefer and his staff at SMOHIT our sincere gratitude for their hard work and commitment toward the well being of the membership of our local and our great union.

Mr. Chairman, this is the report of the Asbestos Committee, and I move for adoption.

COMMITTEE CHAIRPERSON BEHAN: Second the motion.

FOURTH GENERAL VICE PRESIDENT MARSHALL: Brothers, you hear the motion and second. All in favor, say aye.

(Chorus of ayes.)

Any opposed?

Brothers, we want to thank this Committee for the hard work it has done.

They have certainly done a good job.
Dismiss the Committee, and let's give them a good hand for the work well done.

(Applause.)

At this time, I want to turn the gavel back over to the General President.

GENERAL PRESIDENT SULLIVAN: Now I know why he never has any opposition or problems down there in Atlanta. He doesn't give them a chance to get to the microphone. At this time, the Chair will recognize Rob Walter, Chairman of the GEC Committee, for their report.

COMMITTEE CHAIRPERSON WALTER: Good afternoon. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, brother and sister delegates and guests, the General Executive Council Committee has met and we have reviewed the General Executive Council report and I will now present you with a report on that Committee.

As chairman, I would like to thank my Committee. I would like to thank the Committee Secretary, Tom Ingalls from
Local 80; Frederick Buckheit from Local 28; Steven Dodd of Local 137; John Helak from Local 71; Jerry Pyatt, Local 1; Jim Bradshaw, Local 539; and Paul Korcz, Local 530.

And now I would like to have Brother Ingalls give the report.

Thank you.

COMMITTEE SECRETARY INGALLS: Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, the General Executive Council of the Sheet Metal Workers' International Association has a constitutional responsibility as outlined in Article 6, Section 2 of the constitution and Ritual to act as the jurisdictional legislative administration and judicial body of Sheet Metal Workers' International Association between its conventions.

The Council has the Constitutional responsibility to consider and decide all appeals and other matters
properly presented to it.

Since the 1999 convention and under the leadership of General President Sullivan, the overall goals were set for organizing, service, education and communication.

To assist organizing efforts, the General Executive Council adopted guidelines for the local union subsidized organizer program. There are 83 subsidized organizers in the United States and Canada at a cost of more than $3.5 million a year.

The General Executive Council began discussing the fact that initiation fees for building trades members were too high and restricted access to membership. The Council encouraged local unions to reduce their initiation fees to $500 and motion local unions complied.

The General Executive Council authorized several membership surveys to understand our membership, to encourage participation in the activities and to set goals for the union. Results from the
surveys were very encouraging. Over 80 percent of the membership responding rated the International very good or higher. Our members also demonstrated their loyalty and respect for their union and wholeheartedly supported the International's organizing efforts.

The General Executive Council learned through their surveys that two-thirds of the membership responding identified themselves as Democrats and about 20 percent as Independents.

The General Executive Council endorsed the Gore-Lieberman ticket in 2000 and has enthusiastically endorsed John Kerry for President of the United States in 2004.

(Applause.)

The Council has also authorized generous contributions to the Democrat National Committee.

The second time the General Executive Council utilized the amendment procedure between Conventions occurred in

The General Executive Council studied ways to recapture market share and maintain union standards. The Council formed the Wage Equalization Committee, which met several times to interview major signatory companies which fabricate spiral pipe. This led to the SMWIA National Manufacturing Agreement for Round and Oval Duct Systems available to companies which only fabricate but do not install spiral duct systems.

Drug use and substance abuse is a concern to all of us. A Committee of Vice Presidents from the General Executive Council was formed to draft the International's drug testing and substance abuse policy.

The General Executive Council also considers recommendations from the
Finance Committee, which meets four times a year reviewing the financial condition and policies of the International, much like the trustees of the local unions.

Other actions approved by the General Executive Council over the last five years include scholarship improvements, a reciprocity agreement for local 401(k) plans and approval of the International personnel policy manuals for its employees. The Council also authorized the oral history project, which is currently under way.

Since the 1999 Convention, the General Executive Council has undergone much transition. It has seen the retirement of Kenny Peterson, Al Chermak, Howard Tasaka. Former Vice President Tom Kelly was elected by the General Executive Council to succeed A.T. "Ted" Zlotopolski upon his retirement in July 2002 as General Secretary-Treasurer. Former vice president John Beaulieu, Jacques Regnier, Charles Henson, and Dean Ball joined the
International staff. The new vice presidents since 1999 have been James Marshall, James Long, Jay Potesta, Joe wall, Tom Blankman, John Harrington, John Churuvia, George Slater and Gary Stevens. Vice President Blackman subsequently also joined the International staff. Only Vice Presidents Richard Loyd, William Moyer and Stanley Karczynski have continued to serve on the General Executive Council since 1999.

It is the position of this Committee that all actions taken by the General Executive Council since the 1999 convention have been in accordance with Article 6 of the Constitution and Ritual. We believe that with cooperation, understanding and support of the General Executive Council, the leadership General President Sullivan and General Secretary-Treasurer Kelly, this International is up to the challenges we may face and bring about a brighter future for our membership.
The Executive Board's broad goals for the next five years are the same as those of our founders: Good wages and benefits for our members, safe working conditions, and dignity and respect in the workplace.

Mr. Chairman, this concludes the report of the General Executive Council Committee and I recommend adoption of this report.

COMMITTEE CHAIRPERSON WALTER: I second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the recommendation of the Committee. It is to adopt their report. Is there any discussion or questions on the report? Seeing none, all in favor,

signify by saying "aye."

(Chorus of ayes.)

Opposed, "nay."

Adopted.

And we will thank the Committee on behalf of this Convention for a job well done.
Thanks, Rob. Thanks, Tom.

(Applause.)

As I said earlier this morning, we are going to have a direct hookup with the Painters Convention that is going on simultaneously with us, and one of the things that we are going to be doing, and I will talk about it in a minute, but before I do that, what I would like to do is, we have a jurisdictional video that we are going to show.

And, as you all know, we have some jurisdictional problems. But we have been trying, working very hard to resolve these problems through the building trades and through other efforts in forming alliances or agreements with other International unions. So at this time, if you will watch the screens, we will show the video.

(A video was played.)

(Applause.)

GENERAL PRESIDENT SULLIVAN: I think you all know that we have been under attack
by some of our own within the building and
construction trades, and that attack is,
today is an attack by those who wish to
leave labor and the AFL-CIO. And I think
probably very shortly, after this election
for President, that you will see that the
Building Trades will be kicking the
carpenters out of the National Building
Trades.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: And so
what we have done is, is because of the
tactics that they have been using to steal
other crafts' work to take it away from
them, we have decided that we would unite
with others and to try to protect one
another. And I will just give you one
every example.

Recently we had a job in Boston
on siding. And we had the assignment, and
it was a substantial job. It was on the
airport out there. And we had a lot of
man-hours. And we had the assignment, but
the carpenter went to the general
contractor and the carpenter said that --
used their subcontracting clause to get
that contractor to reassign the work.

And, like I said, our contractor
had the work. So they were told that if
they wanted the contract, if they wanted
the contract, they had to assign it to the
carpenter.

Well, we went through the
grievance process and other things, and
because the carpenter wasn't signed to the
contract labor agreement, to make a long
story short, we went through the
arbitration process. And the ironworkers
submitted information supporting our
efforts. Even though they wanted to do
siding also, they said that it's not the
work of the carpenter. It is either the
work of the sheet metal worker or the
ironworker and the carpenter has no
business doing that type of work.

So, you know, in that respect,
we have made that alliance with the
ironworkers, and we have been working
better with them. That's the reason we
invited President Hill here.

But we also -- we are not the
only ones that are suffering from the
raiding tactics and unethical tactics of
the carpenter. The IUFAT is also suffering
from those same types of things, and the
only thing is, the carpenter is going after
them in a different way. They are going
after them by actually -- in Canada, when
they have their open season, they are going
and raiding them, and, fortunately, they
have been unsuccessful in Canada. But they
have also tried it in Utah and a little
later in Iowa, as you will hear.

And what they do is, is when
your contract expires with your employer,
they go in and they try to change the union
craft that has recognition with that
contractor, tries to get cards signed and
have that contractor walk away from the
collective bargaining agreement, force it
to an agreement, and then the carpenter
wins the election and he then becomes the
representative of the people.

The unfortunate thing is, is

that he -- you have to remember, it is a --
in many places, it is $5, $6, $7 an hour

less than what the sheet metal workers

make, and others. But fortunately for the

IUPAT, they have been able to -- they have

been able to fend those things off. And

some of it has been -- they have been

successful in that.

And what we want to do today is,

we want to have a unity agreement with them

that was a pledge by all building trades

presidents sometime back, and we are going

to renew our vows and our word with

different crafts on this unity agreement,

and we will be talking about that very

shortly. But I want you to know, this

International will not, nor will I, nor

will any officer of this International or

your Secretary-Treasurer Kelly allow the

carpenter or anyone to take the work from

our hands and the food from our members'

mouths. We just will not allow that.
(Applause.)

It says we are just about ready.

Can somebody give me a queue if we're -- okay. If you will watch -- we are now going to bring the IUPAT Convention to Chicago via satellite.

Please watch the screens.

(Live via satellite.)

GENERAL PRESIDENT SULLIVAN: This may take a -- yeah.

(Applause.)

IUPAT GENERAL PRESIDENT WILLIAMS:

Thank you. Thank you. We got three minutes. Take your seats. You are going to get up again and again and again.

I want you to look to the left of me. I got the general Secretary-Treasurer of the Plasterers up here. I want you to look who is sitting next to him, Mike Coin from the Iron Workers.

(Applause.)

My dear friend, Tommy Pedrick from the Roofers.
(Applause.)

You heard from Jim Grogan, and you will be hearing from Mike Sullivan, and right on down the line. What are they saying in the Kerry election? Bring it on.

(Applause from both Conventions as IUPAT General President Williams took off his jacket.)

IUPAT GENERAL PRESIDENT WILLIAMS: Let me tell you --

GENERAL PRESIDENT SULLIVAN: Let them bring it on.

IUPAT GENERAL PRESIDENT WILLIAMS: I had the pleasure -- I had the pleasure during lunch to talk to my contractors and the contractors that are in this room. And I told them, I wouldn't put them in the position that the carpenter put his contractors.

(Applause.)

With a stroke of a pen after we won those elections in Iowa, we could have
put every single contractor out of business
asking for the withdrawal liability to be
paid immediately.

We didn't do it. We didn't do it, because we love our contractors.

(Applause.)

And I'm going to tell you, nobody, nobody is going to take us on in
their fight, because we are not standing by ourselves no more. We got everybody in the
building trades behind us, everybody in the labor movement behind us

(Applause.)

All right. Now I am going to go to the script, and I will get back to you later on.

(Laughter.)

Brothers and sisters, it's my great pleasure to introduce to you, our friend and brother in the building trade, Sheet Metal Workers' International Association General President Mike Sullivan joining us via satellite from his Union's Convention in Chicago.
Mike, welcome to the IUPAT Convention.

(Applause from both Conventions.)

Mike, congratulations on your election this morning. I hear everything went very well and you have been re-elected to serve another term as General President for the Sheet Metal Workers.

GENERAL PRESIDENT SULLIVAN: Yes.

(Applause.)

IUPAT GENERAL PRESIDENT WILLIAMS:

Thanks, Mike.

GENERAL PRESIDENT SULLIVAN: Jimmy, I am going to stray from the script just a bit. We saw you take your coat off for the good fight, and I want you to know, I took mine off because we are shoulder to shoulder with you, and we will take the fight on with you. We believe in unity and we believe in people sticking together in the building trades, and we believe in craft jurisdiction, and we will stand with you and we will stand with all crafts that
believe the same as we do, that our
jurisdictions are sacred, and, by golly, we
will defend that to whatever entity it
takes.

Thank you, Jimmy.

(Standing ovation.)

Jimmy, I understand
congratulations are also in order for you
and your Executive Board, who also were
re-elected yesterday. On behalf of all of
us, we say thank you very much for all that
do and congratulations.

(Applause.)

IUPAT GENERAL PRESIDENT WILLIAMS:

Thanks, Mike. Thanks very much, Mike. We
are happy that we could join together today
to consider this very important issue.

Today is noteworthy for a number of
reasons. For the first time in history,
today's newest technology is being employed
to join two separate building trades
unions' Conventions -- one in Washington,
D.C., and the other one in Chicago -- in
order to jointly consider and vote on a
resolution, and that resolution itself is
historic - a joint resolution between two
unions to fight against forces within the
labor movement that threaten our unity and
our solidarity and ultimately the success
of our department.

Here, Mike, take over.

GENERAL PRESIDENT SULLIVAN: The Sheet
Metal Workers are also thrilled to be
making this happen today, and everywhere we
are showing true solidarity by
demonstrating our commitment to the
Building Construction Trade Department
solidarity compact signed in 1996.

Jim, why don't you begin by
reading the resolution to both delegations
for their consideration?

IUPAT GENERAL PRESIDENT WILLIAMS: The
Joint Unity Resolution between the IUPAT
and the SMWIA, Sheet Metal Workers, reads
as follows:

Whereas -- and listen to this
date -- in 1996, all affiliates of the
Building and Construction Trades Department
of the AFL-CIO signed a solidarity compact and

Whereas, in the solidarity compact, the signatory general presidents agreed adherence to its principles are "essential to the survival of the affiliates and the viability of the Department," and

Whereas, the three core principles of the solidarity compact are recognition of, and respect for, the basic craft jurisdiction of each affiliate union; a pledge not to engage in raiding of other affiliates; and a rejection of vertical and/or wall to wall agreements; and

Whereas, in recent years there has been misguided resistance to the principles of the solidarity compact by the Construction Users Round Table.

GENERAL PRESIDENT SULLIVAN: Amen.

IUPAT GENERAL PRESIDENT WILLIAMS: And certain employers in the industry. And --

Whereas, such resistance combined with the statements and actions of
some -- and we know who them "some" are --
within the labor movement, has led to the
perception that the affiliates may not
remain firmly committed to the principles
of the solidarity compact; and

Whereas, the continued
commitment of all affiliates to the
principles of unity and solidarity
expressed in the solidarity compact remains
vital to the success of the department and
to the advancement of men and women working
in the construction trades; and

Whereas, efficiency and quality
are best accomplished by skilled workers
trained by master mechanics from the same
trade working in unity with skilled workers
trained in other trades; and

Whereas, adherence to the
principles of the solidarity compact
therefore furthers the interest of
construction workers, employers, and
owners.

Mike, why don't you continue
with the resolution.
GENERAL PRESIDENT SULLIVAN: Thank you, Jimmy. The resolution continues as:

Therefore, be it resolved that the undersigned labor organizations reaffirm their commitment to the principles set forth in the solidarity compact and pledge to:

Recognize and honor the basic craft jurisdiction of all other affiliates of the Department;

Refrain from raiding or tolerate raiding by their subordinate bodies;

Resolve all questions of jurisdiction in accordance with the plan established by the governing board of presidents;

Renounce on behalf of themselves and their subordinate bodies, vertical or wall to wall agreements for construction work;

Redouble their efforts to adhere to the principles of the solidarity compact and to training quality craft workers through apprenticeship programs sponsored
by each affiliate in its own traditional
craft jurisdiction, and

Be it further resolved that the
undersigned labor organizations will work
together in unity and solidarity to
organize the unorganized, to refrain from
disputes between the organized, to increase
the market share for all who are organized,
to respect the craft jurisdiction of all
department affiliates, and to thereby
increase efficiency and quality of union
labor, and to always -- and I say "to
always" -- protect the one thing that is
non-negotiable - the dignity and quality of
life of our members.
I hereby move for the adoption
of this joint resolution.

GENERAL SECRETARY TREASURER KELLY:
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: Any
discussion on the motion?

Microphone No. 5.

DELEGATE RON MASTERS (Local 45):
Mr. President, this is Ron Masters. I'm
Business Manager of Local 45, Des Moines, Iowa, where this action took place. And I just want to tell you, we banded together as building trades. We wrote letters. We wore the do rags. We wore the painters shirts. We did everything it took to advertise what was going on back there. We worked with delegations from across the country and Canada in there. We phone banked, we had the barbecues. We did everything we could. We were very successful, and this is what it takes, is us standing shoulder to shoulder with the painters or whoever the hell it is. We got to do it and do it well. And together, we will do it.

Thank you.

GENERAL PRESIDENT SULLIVAN: Jimmy, what does your Convention what to do about this resolution?

(Applause from the IUPAT Convention.)

IUPAT GENERAL PRESIDENT WILLIAMS: All right. On behalf -- on behalf of the
delegates to the IUPAT Convention, I also
move for adoption of this joint resolution.

IUPAT EXECUTIVE GENERAL VICE PRESIDENT
RIGMAIDEN: And I second that motion,
Mr. Chairman.

IUPAT GENERAL PRESIDENT WILLIAMS: The
motion has been made and second.
Is there any discussion?
I am going to call on microphone five. Deb Groene, microphone five, from
Des Moines, Iowa.

(Appplause from both
Conventions.)

IUPAT DELEGATE DEBORAH GROENE:
General President Williams, General
Executive Board and Convention delegates,
I'm Deb Groene, Business Manager,
Secretary-Treasurer of District Council 81,
representing hard working men and women in
Iowa, Nebraska and Western Illinois.

We have witnessed firsthand the
value and unfortunate necessity of this
resolution. Our recent hard fought
victories are more meaningful with the
knowledge that real trade unionists intend
to honor and support our great labor
movement. We look forward to meeting the
challenges we face in the future with this
genuine showing of true solidarity. We
stand ready to vote with you to preserve
the principles of the labor movement and
what it was founded upon.

Thank you, General President
Williams, and thank you, men and women, of
all proud unions joining in this
resolution.

(Applause from both
House.)

IUPAT GENERAL PRESIDENT WILLIAMS: Go
ahead, Mike.

Go ahead, President Sullivan.

Go ahead, President Sullivan.

You're the boss.

GENERAL PRESIDENT SULLIVAN: We have a
motion that has been regularly moved and
seconded, and seeing no further discussion
on the floor, I am going to call for the
vote at this 41st Sheet Metal Workers'
International Association General
Convention. All of those in favor of the
adoption of the joint resolution, signify
by saying aye.

(Chorus of ayes.)

All those opposed, nay.

I "ayes" have it.

Jim, here we go. Hey, let them
know we are here.

(Standing ovation.)

IUPAT GENERAL PRESIDENT WILLIAMS:

Seeing no further discussion on the floor
-- or is there?

I am now going to call for the
vote at this, the 29th IUPAT Convention.

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

(Chorus of ayes in their
House.)

All those opposed, say "no."

I hereby declare this joint
resolution adopted.

Now, I would like to thank all
the brothers and sisters at the Sheet Metal
Workers' Convention today for demonstrating solidarity with the IUPAT. You must understand that approving this resolution is the first step of a long journey. This isn't the end. It's only the beginning. If we are going to survive, we've got to survive together. We all know what is going on.

I refuse to mention his name at my convention, but everybody knows it's not the good men working in the field. Leadership begins at the tomorrow. Leadership begins at the top of the Sheet Metal Workers and it begins at the top here.

(Yeas and applause.)

Listen, we have done this thing so good, we paid by the minute, and we got a few more minutes.

(Laughter.)

So I want to say one thing. I know Mike Sullivan, General President of the Sheet Metal Workers. He is a good man. I know his Secretary-Treasurer Tom Kelly.
Tom Kelly ran one of the best local unions in Philadelphia. Some of the finest business agents that I knew, the best business agent I knew, passed away recently, Bud Farally.

I want to tell you something -- (Applause.) -- when we stand together --

That's right, he was the best. (Applause from the IUPAT Convention.)

When we stand together, nobody can beat us. Nobody can beat us. They threw $6 an hour at my apprentices in Iowa, and they still voted with the painters, and all we had to say -- all we had to say was one thing when we house called our members, "You got one vote left if you vote for the carpenters. Because it will be the last Democratic vote of your life. You won't vote for your contract, you won't vote for your leadership, but you can vote to go to the carpenters."

Now, you saw what happened. And
these apprentices were making $240 more a week over here. They weren't going to make it long. We know what sweetheart deals are. They always have a tail on them, and that tail whips the member.

Well, I got news for you, I took my coat off. I might have one fight left in me. And I ain't worried about getting into a fight with nobody. I have been back and forth in fights my whole life. That man does not scare me. He doesn't have it. He don't know what it's about. He don't have the union heart that every man in the IUPAT and every man in the Sheet Metal Workers has.

(Applause from both conventions.)

(Standing ovation.)

Mike, Mike Sullivan, it's you, baby. Go ahead, Mike. Building Trades partner, Mike Sullivan.

GENERAL PRESIDENT SULLIVAN: Jim, I think you can see from our members how we feel about it, and I would like to thank
you and the IUPAT delegates today for
joining us in passing this resolution to
defeat the destructive, disruptive forces
that have threatened all of our trades.

A little earlier, Jim, we talked
about that before we hooked up, and I want
you to know, you can be rest assured, the
Sheet Metal Workers will stand shoulder to
shoulder, they will stand tall, they will
do whatever is necessary to protect
their livelihoods and to protect the
livelihoods of fellow building tradesman.
We cannot tolerate any longer the type of
anti-union destruction that is going on
within our own ranks.

You know, it is sad when someone
considers organizing raiding. That's not
organizing to me. That has nothing to do
with organizing. That is being a thief.
That is stealing, where I come from, and
where I come from, when you catch a thief,
what do you do? You break his hands.

And I am here to tell you --

(Appause.)
I am here to tell you, we will stand tall. We won't tolerate it, and we will stand together and we will see to it that our craft jurisdictional lines are defended. And our membership here today has confirmed that more than once this week, and they will continue to confirm it when they leave here. And we will be working with you as partners hand in hand. And, Jimmy, the best of luck to you and for you and your great Convention. You are a good man, you are our friend, and we will never forget that. Thank you.

IUPAT GENERAL PRESIDENT WILLIAMS:

Thank you, Mike. Thank you, Mike. Thank you, Mike, and all of the best to you and your Convention. Thank you, Mike.

GENERAL PRESIDENT SULLIVAN: I want to thank all of you for that effort in showing our solidarity and unity with our friends in the IUPAT. They are -- we have been working out our differences and have been working together, and I have to tell you that more of this has to happen if we are
going to survive as a construction trade.
And it will be you guys that will make the
difference, you people.

Blagojevich, Blagojevich,
Blagojevich. I can say it. I worked on it
all night.

At this time we will have a
report from the General President's
Committee and the Chair will ask Joe
Bergantino, Chairman of the General
President's Committee to come forward and
give their report.

COMMITTEE CHAIRPERSON BERGANTINO:
Good afternoon, General President Sullivan,
General Secretary Kelly, General Executive
Council, brother and sister delegates and
guests, the General President's Report
Committee has met and reviewed the General
President's Report, and we will now present
a report to you.

As Chairman, I would like to
thank the committee for their time and
effort that has been put into this report.
Our committee consisted of Secretary Doug
Hehnke out of Local 273; John Garrett, Local 23; Brad Glidden, Local 219; Greg Reid, Local 8; Larry Holbert, Local 259; and Ken Greiner, Local 12.

I would like to thank them for a job well done. Now I would like to have Brother Hehnke to come up and give the report of the committee. Thank you.

COMMITTEE SECRETARY HEHNKE: Thank you, Committee Chairman, Brother Bergantino.

Good afternoon. And I can tell you, from my experience with this committee, Local 17 is in good hands with Brother Bergantino. Joe is a good man.

According to the Constitution and Ritual, Article 3, Sections 1 through 4, the General President has many duties and obligations to the members of this association.

The duties of the General President can be extremely challenging and difficult. Fortunately, we have a general president who does not only accept the
challenge but has the ability to meet the
clearance with care and concern for each
and every member of this organization.

At this point, I would like to
emphasize the importance of the booklet you
all have received title "Report of the 41st
General Convention." This document is in
many ways a recounting of the immense
efforts that our International Association
has expended towards the benefit of every
sheet metal worker in the International,
under the caring leadership of General
President Sullivan.

When you read this document
carefully, you will understand that effort.
Please take the time to do so.

Under the direction of General
President Sullivan, organizing the
unorganized has been stressed (with a
capital S) over the last five years. Many
resources and much energy have been
directed towards growing our International.
Under the wise counsel of President
Sullivan, efforts have been made to either
create or strengthen a good working relationship between local unions and their local contractors and associations.

Increases in membership directly correlate with increases in the number of contractors. Organizing a new contractor is the first step. Keeping that contractor often requires many more steps.

Through the efforts of President Sullivan, the bi-annual Labor Management Partnership Conference has been an eye-opening success towards that worthy goal. Together we, indeed, do it better.

To assist in organizing, the General President has reinstituted regional directors of organizing and used our per capita wisely by increasing the number of subsidized organizers to -- and I had written down 85. I hear it is only 83. I am sure that soon will change -- and by implementing a new organizing policy for our International to be used in every local.

The jurisdictional department
has made great strides since the last
Constitutional Convention. In 2002 the
plan for the settlement of jurisdictional
disputes was revised for the first time
since 1984. General President Sullivan
chaired the committee of building trades
presidents that adopted the new plan
criteria, which includes agreements of
records, decisions of records, trade
practice, and efficiency.

This change is significant in
its possible effect on local area
decisions, but it also highlights the need
to obtain current letters of assignment
from contractors to allow us to make a
claim of area practice.

In August of '03, the electronic
library went on-line, allowing local unions
immediate access to jurisdictional
information for their use. It is
imperative that we all doggedly pursue our
proper jurisdictional claims for the
betterment of our industry.

The General President's Report
also covers in great depth the challenges and great accomplishments in regards to negotiating and implementing new agreements, subcontracting issues, and successful organizing achievements of the railroad and shipyard departments. One of special note is an organizing campaign resulting in a collective bargaining agreement signed by PAC-ship in the Puget Sound area.

During the last five years, the Canadian sector has had significant progressive activity, including the establishment of a Canadian Political Action Fund and coordinating of an annual legislative conference in conjunction with the Building Trades Department.

Significant amounts of organizing have occurred in the roofing industry also as a result of new innovative programs.

The advances made by the Department of Education over the last five years have exemplified the quality of
leadership of the International. The
Department of Education has met the
challenge to maintain and, in many ways,
surplus the level of knowledge required to
cope with the ever-changing demands on our
organization.

The curriculum consisting of
union administration, effective
communication, basic computer use, basic
organizing, strategic campaign, trustee
training, and the college degree program
will no doubt continue to provide all local
unions with educational opportunities to
enlighten the local union leaders and their
membership.

Speaking of education, I would
be remiss if at this time I did not
reintroduce and recognize the man who is
not only the first full-time elected
business manager of my local, Local 273,
but was also the first director of the
National Training Fund.

Would you please rise, Brother
Bill Fillippini. We all owe you a debt of
gratitude. Bill was in the back earlier.

(Applause.)

Bill has been a mentor to many of us over the years. Thank you.

As reported in the General President's Report, the National Joint Adjustment Board is an extremely valuable tool for settling disputes between local unions and contractors. The inclusion of Article 10 in the Standard Form of Union Agreement has been shown to promote mutually beneficial relations between management and the unions and the locals in the sheet metal industry.

As should be, the International Association has placed great emphasis on being properly politically active. We must make our members understand the issues that are really important to the working people of our International.

Our members must understand that the platform behind every Republican and the Republican National Party does not even recognize and does not support collective
bargaining. They do not support the idea that workers should have an equal voice in the marketplace, but we are not slaves. We should have a voice, and the only major political party that recognizes the importance of labor in America and Canada is the Democratic Party.

Our members must understand this vital issue. They must be prepared to put their money and efforts where it benefits them the most.

We believe the General President's Report demonstrates the depth of knowledge of the issues concerning our association, and we are confident that General President Sullivan is the right man to lead us into the future.

Mr. Chairman, the committee recommends adoption of the report, and I so move.

COMMITTEE CHAIRPERSON BERGANTINO: I will second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Is there any
questions or discussion?

Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted. And I want to thank
the committee on behalf of the Convention
for a job well done. Thank you.

(Appause.)

The Chair will now recognize Bob
Donaldson, who is the chairman of the
Industrial/Automotive Committee for their
report.

COMMITTEE CHAIRPERSON DONALDSON:

General President Sullivan, General
Secretary-Treasurer Kelly, General
Executive Council, fellow delegates and
guests.

Mr. Chairman, before our
secretary makes his report to the
Convention, I would like to acknowledge the
committee members and thank them for their
time and effort. The Industrial/Automotive
Committee consisted of the following members: Robert Donaldson, Local 292, Chairman; Tom Anderson, Local 24, Secretary; Doug Cunningham, Local 7; William Dorward, Local Union 19; Anthony Ledoux, Local Union 162; Steve Nelson, Local Union 20; Albert O'Neill, Local Union 22; Dave Patton, Local Union 33; and Sam Rollan of Local Union 48.

At this time, Mr. Chairman,

I will turn the report of the Industrial/Automotive Committee over to our secretary, Tom Anderson, who along with the rest of the committee has done an outstanding job.

COMMITTEE SECRETARY ANDERSON: Thank you, Mr. Chairman.

The Industrial/Automotive Committee began meeting on August the 19th for the purpose of examining the industry wide problems faced by our members and contractors in the Industrial and Automotive sectors.

Our primary focus was to address
the issues faced in maintaining the work currently performed by our existing contractors, while looking to significantly increase our market share.

In this process, we discussed the issues and concerns of various regions of the United States and Canada and concluded that while we are performing a great percentage of work in our traditional markets, we have a potential to significantly increase the work for our membership in these traditional markets and recognize the enormous potential for growth outside of these traditional markets.

As a result of our discussions, we recommend that the International Association continue to use their input of the Industrial Committee in establishing an addendum that will both maintain our existing markets and allow us to expand our market share in both the existing and potential markets.

Mr. Chairman, this is the report of the Industrial/Automotive Committee, and
I move for adoption of our final report.

COMMITTEE CHAIRPERSON DONALDSON: So moved -- seconded.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Is there any discussion or questions?

Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

The Chair will now recognize General Vice President from Las Vegas, Jim Long.

TEMPORARY CHAIRPERSON LONG: We will now call up Eduardo Oliveira for the Roofing Committee report.

COMMITTEE CHAIRPERSON OLIVEIRA: Thank you, Mr. Chairman. On behalf of the Roofing Committee.

Good afternoon. Brothers and sisters, good afternoon, General President Michael Sullivan, Tom Kelly, and Executive
Council and delegates, brothers and sisters, I am standing here, me too. We are standing together with that General President. We will fight for that jurisdiction.

(Applause.)

The Roofing Committee first met at 9:00 a.m. Thursday morning, August 19, 2004, at the Chicago Hilton Hotel, Chicago, Illinois, USA, and met each day throughout the week.

At this time I would like to thank the members of the Roofing Committee for their hard work. The member of the Roofing Committee are: Our Secretary, Sam Johnson, Local 312; Mario Teran, Local 105; Frederick Creager, Local 17; Wayne Fletcher, Local 33, Mike Fleck, Local 104; Jim Paquette, Local 280; Paul Broyles, Local 162; and myself, Eduardo Fernandez Oliveira, as your Chairman of this committee.

And before I introduce your secretary, I would like to acknowledge the
assistance of Brother Bob Brown, as Canadian Affairs, Brother Bob White, as the Roofing International Representative, and Brad Plueger to assist us on our committee. Now I present to you the secretary to read the report.

COMMITTEE SECRETARY JOHNSON: Good day, General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive Council, delegates and guests, this committee is a continuation of a committee that was established in the 39th General Convention, held in Pittsburgh, Pennsylvania, in 1994, and this committee would like to thank General President Sullivan for his leadership in recognizing the need to continue this very important Roofing Committee and the follow up of previous recommendations, including the appointment of International Representative, Brother Bob White, to represent the roofing industry. We, as members of the Sheet Metal Workers' International Association,
recognize these improvements that have aided workers within the roofing industry.

This committee met with tremendous enthusiasm. We realize the importance of organizing and the potential organizing opportunities of the roofing industry. This will benefit the Sheet Metal Workers; International Association in both the United States and Canada.

This committee reviewed reports and other information from the Standing Roofing Committee. We discussed new trends in the roofing industry, including but not limited to green roofing and roof vacuuming processes. The green roofing consists of built up roof systems utilizing topsoil, plants, and grasses for the purpose of controlling water runoff and building temperature.

These new roof systems will benefit the community both economically and environmentally. It is estimated that by greening the rooftops of all city buildings in Chicago could result in nearly $100
Since the last convention, we have noticed a steady decline in union roofing contractors and in the membership of the United Union of Roofers, Waterproofers, and Allied Workers. This decline in the union roofers has had a negative effect on the cornice and architectural sheet metal portion of our industry.

We must continue to work together and gain strength in numbers to protect the jurisdiction of the sheet metal workers and to enhance wages, benefits, working conditions of the sheet metal workers and roofers in both the United States and Canada.

We must commit to organizing and educating, not only the unorganized, but our own members.

We, the Roofing Committee, are also recommending that the Sheet Metal Workers' International Association and affiliated locals commit to the necessary
funding for the purpose of organizing in this area.

This Roofing Committee is also recommending that the Standing Roofing Committee be active and continual committee and meet as needed, when requested by the General President and the General Executive Council and, to ensure success in its efforts, and to assist whenever necessary.

This committee recommends the International Training Institute implement programs for the purpose of establishing an educational curriculum for the roofing industry.

As you are aware, our Canadian brothers and sisters have led the way in organizing the sheet metal workers and roofing members as one under the umbrella of the Sheet Metal Workers' International Association.

This committee feels that the same commitment to organizing that exists in Canada can exist between the roofers and the sheet metal workers in the United
States.

This committee strongly recommends that all local unions of the International Association exercise their rights to apply and to install all types of roofing, as stated under Article 1, Section 5(y) of our Constitution and Ritual in the localities where there is no present and/or cooperation of established local unions of the United Union of Roofers, Waterproofers, and Allied Workers and/or roofing contractors.

This rationale is to organize and represent all unrepresented roofers in Canada.

This committee supports the changes as recommended by the Constitution Committee to Article 1, Section 5(e), Section 5(y), and Subsection 6 regarding green roofs.

We, the Roofing Committee, also recommend that the General President, as soon as possible following this convention, convene a meeting of the Standing Roofing
Committee to address the concerns of the roofing industry.

This concludes the report of the Roofing Committee, and I move for adoption of the committee report as a whole.

COMMITTEE CHAIRPERSON OLIVEIRA:

Second.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. Is there any discussion?

Hearing none, all in favor say aye.

(Chorus of ayes.)

Opposed?

(No response.)

The motion carries.

The Convention thanks the Roofing Committee for all of their hard work.

(Appraise.)

We will now bring up the chairman of the Grievance & Appeals Committee, Kenneth Alexander.

COMMITTEE CHAIRPERSON ALEXANDER:
Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests.

The Grievance & Appeals Committee convened on Thursday, August 19th at 9:00 a.m. There were a total of four cases before us with two personal appearances.

The committee has reviewed and given full and fair consideration to each appeal before making any recommendation to this Convention.

I would like to commend the committee for their hard work and diligence with their work. I would also like to give special recognition to our secretary, Tom Moran, Local Union No. 25, for his commitment and hard-working attitude during our meetings.

I would like to recognize and thank the rest of the committee: Troy Wagner, Local Union 24; Andy Maute, Local Union 399; David Alvarez, Local Union 170;
William Crawford, Local Union 422; Steve Cronkright, Local Union 269; and Matt Franckowiak, Local Union 44.

I would also like to give some special consideration to the International staff and legal counsel, Bill Groth. Bill, would you stand up.

He was very helpful in our decisions. It was a pleasure and a privilege to serve as chairman of this committee.

I will now ask the secretary to give our report.

COMMITTEE SECRETARY: I am Tom Moran, Business Manager of Local 25. If I may before I begin the report, I would like to recognize Ken Alexander as being chair of our committee. He has done an outstanding job.

General President Sullivan,

General Secretary-Treasurer Kelly, members of the General Executive Council, brother and sister delegates and guests, pursuant to the provisions contained in Article 19,
Section 4 of our Constitution and Ritual, this committee has been in session since August 19th. All appeals from decisions rendered by the General Executive Council are referred to this committee. We are charged with reporting to the General Convention our recommendations with respect to the disposition of appeals as the committee deems fair and proper.

The appeals we are acting on are appeals from trials of members for misconduct.

The General President and the General Executive Council have already reviewed the issues in the cases appealed. The committee is then -- the committee is then the final appeals procedure provided for in our Constitution and Ritual. The Supreme Court, so to speak, of our International.

Our recommendations will be reported to this body for final disposition. The General Convention will vote without debate whether or not to
accept the committee's recommendations. The files and the cases reviewed by this committee collectively contain hundreds of pages of material, all of which have been carefully examined by each committee member in order that we properly evaluate the cases and make the appropriate recommendations to the General Convention.

In two cases parties involved in the disputes have made personal appearances before the committee. The points made by these interested parties on oral arguments were closely considered and evaluated.

Controversies between our members must ultimately be resolved in a fair and judicious manner. This is for the good of the union and in the best interest of our International.

Our committee trusts that it has discharged its constitutional duties in a manner worthy of trust and confidence placed on it by this Convention and the General President. With that, I will begin my report.

Brother Mirowski charged Brother Roe with violations of Article 17, Section 1(1), charging with him committing a physical assault against Brother Mirowski.

A local union trial board met on January 18, 2000, to hear the charges preferred against Brother Roe. The local union trial board, after hearing the evidence presented, concluded that Brother Roe, in fact, committed a physical assault against Brother Mirowski and was therefore guilty as charged.

The local union trial board fined Brother Roe $1,000, of which $500 was to be returned to him upon a timely completion of an anger management course.

Brother Roe appealed the local union trial board's decision to the General President on March 3, 2000, who upheld the
decision of the local union trial board on reason June 8, 2000. Brother Roe appealed the General President's decision to the General Executive Council which met on January 24, 2001, to consider Brother Roe's appeal. And on February 5, 2001, the General Executive Council denied that appeal.


An examination of the file indicated that all procedural requirements for appeal had been met and the case is properly before the committee for review. The committee has carefully reviewed the record and listened to Brother
Roe's arguments and concluded unanimously that there was no basis to warrant reversal of the General Executive Council's decision.

The recommendation of your committee is that the decision of the General Executive Council be upheld and that Brother Roe's appeal be denied, and I so move.

COMMITTEE CHAIRPERSON ALEXANDER: I second the motion.

TEMPORARY CHAIRPERSON LONG: You heard the recommendation of the committee. As stated by the secretary of the committee, this will be voted on with no debate.

All those in favor, say aye.

(Chorus of ayes.)

Opposed?

(No response.)

The motion carries.

COMMITTEE SECRETARY MORAN: The appeal of Michael Roe. Brother Michael Roe, I.A. No. 882383, Local Union 292, filed charges against Brother Daniel Mirowski, I.A. No.
Brother Roe charged Brother Mirowski with violations of Article 17, Section 1(1), charging him with committing a physical assault against Brother Roe.

A local union trial board met on January 18, 2000, to hear the charges preferred against Brother Mirowski. The local union trial board, after hearing the evidence presented, concluded that Brother Mirowski had, in fact, committed physical assault against Brother Roe and was therefore guilty as charged.

The local union trial board fined Brother Mirowski $2,000 of which $1,000 was to be returned to him upon the timely completion of an anger management course.

Brother Mirowski appealed the local union trial board's decision to the General President on February 16, 2000, who upheld the decision of the local union trial board on June 8, 2000.

Brother Mirowski appealed the
General President's decision to the General Executive Council, which met on January 24, 2001, to consider Brother Mirowski's appeal, and on February 5, 2001, the General Executive Council denied that appeal.

On March 30, 2001, Brother Mirowski appealed the decision of the General Executive Council to the General Convention. On July 21, 2004, Brother Mirowski was advised of his right to appear before the Grievance & Appeals Committee in Chicago, Illinois, but he did not respond in writing to express his intention to appear by the July 30, 2004 deadline given to him.

An examination of the file indicated that all procedural requirements for appeal have been met and the case is properly before the committee for review.

The committee has carefully reviewed the record and concluded unanimously that there was no basis to warrant reversal of the General Executive
Council's decision.

The recommendation of the committee is that the decision of the General Executive Council be upheld and that Brother Mirowski's appeal be denied, and I so move.

COMMITTEE CHAIRPERSON ALEXANDER: I second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. All in favor, say aye.

(Chorus of ayes.)

Opposed?

(No response.)

The recommendation carries.

COMMITTEE SECRETARY MORAN: Appeal of Stephen P. Mulholland. Brother Nicholas Colombo, Sr., I.A. No. 485271, Local Union 38, filed charges against Brother Stephen P. Mulholland, I.A. No. 889910, in October 1998, charging Brother Mulholland with violations of Article 17, Sections 1(e), (h), and (m).

Specifically, Brother Colombo
charged Brother Mulholland with accepting
substandard wages and benefits for work
performed after 40 hours, failing to obtain
an overtime permit, and violating the
established collective bargaining agreement
by working unsupervised by journeymen and
by accepting two benefits, checkoff and
vacation pay, in his pay.

A local union trial board met to
hear these charges on November 4, 1998.

After hearing the evidence presented and
giving Brother Mulholland full due process
rights required by law, including serving
him with charges stating with sufficient
details the conduct of which he was accused
and giving him a full opportunity to appear
and to defend against those charges, the
trial board concluded that Brother
Mulholland was guilty as charged and fined
him $4,093.50 for the proven violations of
Section 1(e) and $50 for the proven
violation of Section 1(h), for a total of
$4,143.50. No fine was assessed for the
proven violation of Section 1(m).
Brother Mulholland was also ordered to be retained as an apprentice for six months. Brother Mulholland was notified by letter dated November 19, 1998, of the trial board's decision and of the affirmative action of that decision by the local union membership.

Brother Mulholland thereafter appealed this decision of the local union trial board to the General President. On January 22, 1999, General President Arthur Moore affirmed that decision.

On March 3, 1999, the General Secretary-Treasurer notified Brother Mulholland that the General Executive Council granted his request for a waiver, pending a decision on his appeal, of the portion of his discipline that required he be retained in the apprentice program for six months.

On June 16, 1999, the General Executive Council met in Boston, Massachusetts, to consider Brother Mulholland's appeal. Brother Mulholland
was granted permission to appear and was heard by the General Executive Council. On July 7, 1999, brother Mulholland was notified that the General Executive Council had denied his appeal but modified the penalty to remove any possibility of expulsion.

On September 2, 1999, Brother Mulholland appealed the decision of the General Executive Council to the General Convention. On July 6, 2004, he was advised of his right to appear before the Grievance & Appeals Committee in Chicago, Illinois, but he did not respond in writing to express his intention to appear by the July 23, 2004 deadline given to him.

An examination of the file indicated that all procedural requirements for appeal had been met and the case is properly before the committee for review. The committee carefully reviewed the record and concluded unanimously that there was no basis to warrant reversal of the General Executive Council's decision.
The committee also concluded that the portion of the penalty dealing with his retention for six months as an apprentice is moot, since Brother Mulholland is now a journeyman.

The recommendation of the committee is that the decision of the General Executive Council be upheld and that Brother Mulholland's appeal be denied, and I so move.

COMMITTEE CHAIRPERSON ALEXANDER: I second the motion.

TEMPORARY CHAIRPERSON LONG: You heard the recommendation of the committee. All in favor, say aye.

(Chorus of ayes.)

Opposed, say no.

(No response.)

The recommendation carries.

COMMITTEE SECRETARY MORAN: Appeal of Brother Louis Doro. Brother Nicholas Colombo, Sr., I.A. No. 485271, Local Union 38, filed charges against Brother Louis Doro, I.A. No. 852012, in October 1998,
charging Brother Doro with violations of Article 17, Section 1(e), (h), (m).

Specifically, Brother Colombo charged Brother Doro with accepting substandard wages and benefits for work performed after 40 hours, failing to obtain an overtime permit, and violating the established collective bargaining agreement by accepting two benefits, check off and vacation pay, in his pay.

A local union trial board met to hear these charges on November 4, 1998. After hearing the evidence presented and giving Brother Doro full due process rights required by law, including serving him with charges stating with sufficient details the conduct of which he was accused and giving him a full opportunity to appear and to defend against those charges, the trial board concluded that Brother Doro was guilty as charged and fined him $11,046 for the proven violation of Section 1(e) and $50 for the proven violation of Section 1(h), for a total of $11,096. No fine was
1 addressed for the proven violation of
2 Section 1(m).

3 Brother Doro was notified by
4 letter dated November 19, 1998, of the
5 trial board's decision and of the
6 affirmation of that decision by the local
7 union membership.

8 Brother Doro thereafter appealed
9 this decision of the local union trial
10 board to the General President. On
11 January 22, 1999, General President Arthur
12 Moore affirmed the decision. On June 16,
13 1999, the General Executive Council met in
14 Boston, Massachusetts, to consider Brother
15 Doro's appeal. Brother Doro was granted
16 permission to appear and was heard by the
17 General Executive Council. On July 7,
18 1999, Brother Doro was notified that the
19 General Executive Council had denied his
20 appeal but denied the penalty to remove any
21 possibility of expulsion.

22 On September 2, 1999, Brother
23 Doro appealed the decision of the General
24 Executive Council to the General
Convention. On July 6, 2004, he was advised of his right to appear before the Grievance & Appeals Committee in Chicago, Illinois, and he advised of his desire to appear and did appear before the committee on August 20, 2004, to make statements in support of his appeal.

An examination of the file indicated that all procedural requirements for appeal had been met and that the case is properly before the committee for review.

The committee has carefully reviewed the record and Brother Doro's oral argument and concluded unanimously that there was no basis to warrant reversal of the General Executive Council's decision.

Specifically, the committee concluded that Brother Doro, both in his statements in committee and in his prior statements during the appeal process had acknowledged violations of the SMWIA Constitution.

He also acknowledged in his
statement before the committee that he
understood the nature of the charges
against him and that he knew he had the
right under the SMWIA Constitution to
challenge and have removed the two members
of the local union trial board who were
related to the charging party but that he
chose not to exercise that right.

Brother Doro also acknowledged
before the committee that he was advised
and knew of his rights to be represented by
counsel and present evidence to the trial
board. He also does not dispute the number
of hours the trial board found he had
worked for substandard wages and benefits
for a nonsignatory contractor in violation
of the SMWIA Constitution.

The recommendation of your
committee is that the decision of the
General Executive Council be upheld and
that Brother Doro's appeal be denied, and I
so move.

COMMITTEE CHAIRPERSON ALEXANDER: I
second the motion.
TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. All in favor, say aye.

(Chorus of ayes.)

All opposed, say no.

(No response.)

The recommendation is approved.

COMMITTEE SECRETARY MORAN: That concludes my report as secretary of the Grievance & Appeals Committee,

Mr. Chairman.

TEMPORARY CHAIRPERSON LONG: The Convention gives a special thanks to the Grievance & Appeals Committee for all of their hard work.

(Applause.)

We will now call forward Tom Stapleton, chairman of the Future Programs Committee.

COMMITTEE CHAIRPERSON STAPLETON:

Thank you, Mr. Chairman. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, fellow delegates, and invited guests, your
committee on Future Programs for the 41st
General Convention is ready to report.

The committee reviewed the
report of the Future Programs Committee
dated 8/11/99, which addressed 13 items
that were adopted at the last General
Convention.

After review, it was determined
that most of the recommendations have been
implemented with success. However, there
were several recommendations that need to
be expanded on and reintroduced at this
Convention in new form.

Mr. Chairman, this committee has
eight recommendations to be considered, and
before our secretary makes his report to
the Convention, I would like to acknowledge
the committee members and thank them for
their time and effort.

The Future Programs Committee
consisted of the following delegates:
Myself from Local 27, New Jersey; Secretary
Doug McGee from Local 54, Houston, Texas;
Steve Raatikka from Local Union 10,
Minnesota; Gary Pierson from Local 20,
Indiana; Alain Pigeon from Local 116,
Quebec; Doug Emerson from Local 7,
Michigan; John Schlagheck from Local 33,
Ohio; and Dan Pirtle from Local Union 91 in
Illinois.

At this time, Mr. Chairman, I
would turn the report of the Future
Programs Committee over to Secretary Doug
McGee, who along with the rest of the
committee has done an outstanding job.

COMMITTEE SECRETARY MCGEE:
Mr. Chairman, General President Sullivan,
General Secretary-Treasurer Kelly, General
Executive Council, delegates and guests,
the Future Programs Committee has eight
recommendations to consider with the first
being: Due to the emphasis on homeland
security, the continuous threat of
terrorism around the world, the
contamination of HVAC systems and public
awareness of this issue, the committee
recognizes the need to support and expand
NEMI, and its expansion of expertise in the
indoor air quality markets, which has enormous potential.

The SMWIA, to be successful in this arena, must take a more aggressive approach to recruit contractors willing to expand and grow businesses in this market.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON STAPLETON: I second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. Is there any discussion?

Hearing none, all in favor say aye.

(Chorus of ayes.)

Opposed, say no.

(No response.)

Recommendation carries.

COMMITTEE SECRETARY MCGEE:

Recommendation No. 2, that the SMWIA institute a program to assist its members in going into business as signatory employers. This program should be
developed and offered to all members through appropriate communications.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON STAPLETON:

I second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. Is there any discussion?

Seeing none, all in favor say aye.

(Chorus of ayes.)

Opposed, no.

(No response.)

The ayes have it, recommendation carries.

COMMITTEE SECRETARY MCGEE:

Recommendation No. 3, that the changing times require all members to avail themselves of continuing education training programs, made available through distance learning, using existing and merging technology.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON STAPLETON: I second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. Any discussion?

Seeing none, all in favor say aye.

(Chorus of ayes.)

Opposed, say no.

(No response.)

Recommendation carries.

COMMITTEE SECRETARY MCGEE:

Recommendation No. 4, with the obvious availability of man-hours in the residential market, the committee recommends that all local unions pursue this market with agreements that work regionally and locally. Also, that local union move forward on appropriate training programs for residential workers.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON STAPLETON: I
second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. Any discussion?

Seeing none, all in favor say aye.

(Chorus of ayes.)

Opposed, say no.

(No response.)

Recommendation carries.

COMMITTEE SECRETARY MCGEE:

Recommendation No. 5, in the area of licensing, the committee recommends that HVAC licensing be pursued by all local unions in the United States and Canada. To that end, with some locals having already gained local, state, or provincial licensing, the SMWIA should act as a central information gathering department to assist all locals with information.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON STAPLETON: I
second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee.

Any discussion?

Seeing none, all in favor, say aye.

(Chorus of ayes.)

Opposed, say no.

(No response.)

The recommendation carries.

COMMITTEE SECRETARY MCGEE:

Recommendation No. 6, the current and future job markets require workers to possess more modern and recognized skills. The committee recommends that all JATCs move towards apprentices graduating with an associate's degree through assistance of the ITI programs.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON STAPLETON: I second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee.
Is there any discussion?

Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The recommendation carries.

COMMITTEE SECRETARY MCGEE:

Recommendation No. 7, with the perception
of sheet metal workers being the best kept
secret in the construction industry, the
committee recommends that the SMWIA put
forth a promotional campaign, over the next
five years, in the United States and
Canada.

Mr. Chairman, I so move for
adoption.

COMMITTEE CHAIRPERSON STAPLETON: I
second the motion.

TEMPORARY CHAIRPERSON LONG: You have
heard the recommendation of the committee.

Any discussion?

Seeing none, all in favor say
aye.
(Chorus of ayes.)

Opposed, no.

(No response.)

The recommendation carries.

COMMITTEE SECRETARY MCGEE:

 Recommendation No. 8, the committee recommends that every local union within the SMWIA continue to participate, support, utilize, and market the resources and training programs provided by SMOHIT to the end user and as the industry standard.

Mr. Chairman, I so move for adoption.

COMMITTEE CHAIRPERSON STAPLETON: I second the motion.

TEMPORARY CHAIRPERSON LONG: You have heard the recommendation of the committee. Any discussion?

Seeing none, all in favor, say aye.

(Chorus of ayes.)

Opposed, no.

(No response.)

The recommendation carries.
Mr. Chairman, this concludes the report of the Future Programs Committee, and I so move for adoption.

You have heard the motion to adopt the committee's report --

I second the motion.

You have heard the motion to adopt the committee's report. Any discussion?

All in favor.

(Chorus of ayes.)

Opposed?

(No response.)

The committee's report is adopted.

Mr. Chairman, on behalf of the committee, Chairman Stapleton, and myself, thank you very much.

(Applause.)

The
Convention thanks the committee.

I will now turn the Chair over to the Chairman, General President Sullivan.

GENERAL PRESIDENT SULLIVAN: We have one more business and then we are going to cut it loose. We are going to show a short film on the day in the life of a sheet metal worker, so can we have the film, please.

("A Day in the Life" video played.)

GENERAL PRESIDENT SULLIVAN: I want to say I need a little help again. Since the rules say we start at 9:00, I would like to start tomorrow morning at 8:30. A motion would be in order, if I could get one.

(Chorus of so moveds.)

Is there a second?

(Chorus of seconds.)

All in favor?

(Chorus of ayes.)

Opposed?

You guys are great.
I want to tell you what, you are doing your jobs. You are here. You have been attentive, and we really appreciate it. We know we got a lot more to do and we are trying to get it wrapped up and we appreciate your cooperation in this report.

Secretary-Treasurer Kelly for the announcements.

SECRETARY TREASURER KELLY: Thanks Michael.

We are going to take pictures after these announcements. Please stay seated. When your Council is called, line up here. We will come up on the stage, exit this way. Joe is going to call everybody up here. We'll probably line two up, so we can keep this thing going.

Tonight the party should be in this room, so take all your things with you.

I wouldn't leave anything in here. The GEC Committee, the Future Programs Committee and the Apprentice Committee will be meeting in the Continental Ballroom on the lobby level on
Thursday and Friday instead of on the fifth floor. The Youth to Youth Organizing Committee will meet Thursday at 7:00 a.m. in the Pullman Room on the third floor. On the -- I guess the Union Plus -- the winners of the Union Plus were Brad Glidden, Local 219, Rockford, Illinois, a $500 American Express gift card. (Applause.)

Randy Thomason, Local 406, Jackson, Mississippi, a $100 gift certificate; and Rich Quaresima, $150 in cash, Local 137, Long Island City, New York. (Applause.)

And I will announce to everybody, Nigro says the check's in the mail. Scholarship Fund, you got to watch that. Announcements for tonight's reception, once again starting at 6:45, please have one person in your group come to the International Ballroom. They will be allowed to go in and reserve a table.
with your name on it and the number of people. For the Sign Industry Council we received $500 for Make-a-Wish. Also from New York City Council, 1,000; Great Lakes Council, $1,000; Pennsylvania Council, $1,000; Nuclear and Hazardous Materials Council, $1,000, and the Canadian Council of Sheet Metal Workers and Roofers, $2500.

Mr. Chairman, that concludes all the announcements.

(Applause.)

GENERAL PRESIDENT SULLIVAN: That's great.

We are going to start taking the pictures, and like Secretary-Treasurer Kelly said, if you are going to have your picture taken, stay seated. We will line up one group here and we will announce the second group back there. And they can go and we will just make it as quick as we can, and we will keep moving the group from here, to there, to there to here. Okay? The meeting will be adjourned until the morning.
(At 3:00 p.m., Wednesday, August 25, 2004, the Convention recessed, to reconvene at 8:30 a.m., Thursday, August 26, 2004.)
SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION

THURSDAY'S PROCEEDINGS

41st General Convention

August 26, 2004

Chicago Hilton Hotel

Chicago, Illinois
FOURTH DAY

Thursday, August 26, 2004

Chicago Hilton Hotel

Chicago, Illinois

The 41st General Convention of the Sheet Metal Workers’ International Association was called to order at 8:30 a.m., Thursday, August 26, 2004, in the Chicago Hilton Hotel, Chicago, Illinois, General President Sullivan presiding as Chairperson.

GENERAL PRESIDENT SULLIVAN: Would the delegates please take their seats.

Would the delegates please take their seats.

Can the delegates please take their seats. Good morning. We are going to call the convention back to order and General Secretary-Treasurer Kelly will make an introduction.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Michael. We will now have the invocation from the Reverend Gregory Seal Livingston of the Mandell United Methodist
REVEREND SEAL: Can we bow our heads, everyone.

Great and Eternal God, we thank you again on this day for you being the great God and we being your people. I thank you, God, because you are better to us than we have been to ourselves.

And on this grand occasion, as this wonderful brotherhood of skilled and honorable tradesman, God, we ask you to bless them as they imitate you with their minds and their hands, crafting all of these things to make all of our lives just a little bit better.

We ask you to bless this convention, bless all those that are in charge and authority, God, and be with them in a special way. We ask you to bless the families of these people, God, because we need them. This world wouldn't be the same without them. And we ask all of these blessings in your name, I pray. And the
people of God said amen.

(Chorus of amen’s.)

And amen.

GENERAL SECRETARY-TREASURER KELLY:

Thank you very much for your kind words.

(Applause.)

GENERAL SECRETARY-TREASURER KELLY:

Just a couple of announcements today. Box lunches will be available outside the ballroom. We are going to go right through the lunch period.

The following people are the winners of United Memorials' drawing in the exhibit area: Troy Rogers, Local 24; Sandra Gibson, 71, and please pick up your prizes by 9:30 a.m. today, if possible, in the exhibit area.

Business managers please remind your delegates that have not yet done so, to please visit the PAL booth. And if you haven't purchases raffle tickets for the PAL education fund, please do so by tomorrow morning. And following this session this afternoon, we will be going to
the Congress Hotel to support HERE. These folks have been on strike for some time now, and we will all march out of the hall at once to the hotel, which is three blocks north, right up here on Michigan Avenue.

That concludes the announcements, Mr. Chairman.

While I have the time, abracadabra. Abracadabra.

GENERAL PRESIDENT SULLIVAN: All right. What did you think about last evening?

(Applause.)

The first order of business that I need to take care of is, again, our schedule is pretty heavy, and if I could, I could use a motion to continue through lunch. We will have box lunches prepared.

If there would be a motion to that.

(Chorus of so moveds.)

GENERAL PRESIDENT SULLIVAN: Is there a second?

(Second.)

All in favor?
(Chorus of ayes.)

Opposed?

Immediately after today's session, we will be marching down the street to help our brothers from HERE and sisters. It's only two blocks down the street -- two, three blocks down the street, to the Congress Hotel. We will be doing a little demonstration. It should take us about half an hour to 45 minutes.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Thursday's conductors will consist of:

        John Robinson, Local Union 5, East Tennessee; Patrick Landgraf, Business Manager, Local Union 18, Milwaukee, Wisconsin; Don Stiltner, Business Representative, Local Union 24, South Point office, Ohio; Ron Lach, Organizer, Local 12, Pittsburgh, Pennsylvania; Danny Villarruel, Business Representative, Local 32, Southern Florida; Richard Howles, Local 49, Albuquerque, New Mexico; Anthony Caleca, Local 80, Detroit, Michigan;
Michael Pelliccino, Local 105, Los Angeles.

That's Rocky.

Could we have the oral history, video on the oral history, please.

(Oral History video was played.)

(Applause.)

GENERAL PRESIDENT SULLIVAN: At this time, the Chair will recognize Tommy Fuller, Chairman of the Haz/Mat Nuclear Committee for their report.

COMMITTEE CHAIRPERSON FULLER: Thank you, General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive Council, delegates and guests.

We would like to especially thank General President Sullivan for the creation of this committee. We believe this committee is vital to the employment of our members in the nuclear, hazardous materials, and power industry.

We would also like to thank Jim Worthington and International
Representative Dean Ball for their invaluable support and input into the committee.

Before the committee secretary submits our report, I would like to thank the committee members for their participation. I would like to thank this opportunity to recognize the members of this committee.

David A. Roche, Local Union 40, Recording Secretary; Curtis C. Chick, Jr., Local Union 36; John J. David, Local Union 66; Jimmy R. Clark, Local Union 4; Roger L. Hudspeth, Local Union 32; and Donald R. Burns, Local Union 36.

I would also like to thank the International staff, especially Rebel Gilliom for her support and assistance to the committee.

And I would also like to give a special thank you to Dave Roche that really worked hard putting the report together. He brought his laptop in and put extra time in. We have been assured the secretary get
$200 extra a day compensation, and I am sure that Tom has a check in the mail on that. We will see what we can do for Dave on that.

At this time I would like to introduce Recording Secretary David Roche. David will present the report of the committee. Thank you.

COMMITTEE SECRETARY ROCHE: Good morning, General President Sullivan, General Secretary Kelly, General Executive Council, and delegates.

Let's take a minute and thank Tommy Fuller for the outstanding job he did on this committee chairing it. This report would not sound or look as good as it does if it was not for the help of Tommy. So thank you, Tommy.

The Nuclear and Hazardous Materials Council was chartered by the General President in 1995. The Council is currently made up of 16 locals unions concerned about the present and future nuclear, hazardous materials, and power
industry. Those currently active are Locals 5, 9, 12, 17, 19, 24, 36, 40, 49, 60, 63, 66, 83, 110, 112, and 399.

The committee strongly recommends that all locals with work in the power industry and nuclear and hazardous materials affiliate with this Council.

This Council was organized by union sheet metal workers to maintain and create employment opportunities in the nuclear, hazardous materials, and power industry.

The objective of the council is to create and maintain job opportunities for the union sheet metal workers. The committee has identified employment opportunities in the following areas:

National laboratories, power plants - coal, gas, and nuclear, waste repositories, high tech bio hazards, chip manufacturing,

processing plants, automobile industry,

aircraft industry, sewage treatment plants,

refineries, asphalt plants, weapons industry, soil redemption, smelters, mining
industry, refrigerants, and homeland security.

The council will maintain a strong, active, and aggressive committee addressing issues involving work in the nuclear, hazardous materials, and power industry.

The following are committee recommendations to the 2004 SMWIA General Convention:

Develop an educational program for the training of business managers and representatives pertaining to the pre-job markups, internet research for new projects, and the understanding of systems and terminology use, et cetera.

Secure and maintain grant funding for health and safety-related training and certification for the nuclear, hazardous materials, and power plant workers.

Pursue a working relationship with National SMACNA concerning their involvement in work opportunities in the
nuclear, hazardous materials, and power industry. Negotiate addendums and additions to the Standard Form of Union Agreement to require training of all apprentices entering the trade to acquire certifications and industry-related safety training, such as OSHA 10, et cetera. Language should also be adopted to require availability of safety-related training to all journeypersons that wish to acquire needed and/or required safety-related training.

Each local should keep welding certifications updated and continue to have members certifying in various types of welding procedures. Furthermore, there should be a concerted effort from the SMWIA and the ITI to market and gain acceptance to the Sheet Metal Workers' International Association Welding Certification Program.

The committee suggests that the SMWIA put an article in the journal and coordinate with the National Pension Fund to send out an informational document
pertaining to the Energy Employees
Occupational Compensation Act.

There should also be an article
in the SMWIA Journal encouraging all
members to maintain work records of all
jobs, contractors, and facilities they work
on during their careers in the sheet metal
industry.

Appointment of an international
representative to assist local areas with
nuclear, hazardous materials, and power
plant sites or projects. And to work with
the government agencies and utilities to
secure work, safety and health training,
and funding issues.

Education and training through
our apprenticeship programs is the backbone
of our industry. To address membership
concerns, it is recommended by the
committee that the ITI do a full financial
disclosure in the SMWIA Journal just as all
other trust funds currently are submitting.

The committee recommends that
the SMWIA and SMACNA put together an
aggressive advertising campaign on an
International level in order to educate the
public and to advertise, advertise, advertise.

Mr. Chairman, this is the report
of the Nuclear and Hazard Materials
Committee, and I so move for adoption.

COMMITTEE CHAIRPERSON FULLER: I will
second that motion.

GENERAL PRESIDENT SULLIVAN: You have
heard the committee's report. Any
discussion?

All in favor.

(Chorus of ayes.)

Opposed

(No response.)

Adopted.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Let's
give our committee a show of our gratitude
and thanks for all of the hard work.

(Applause.)

If we could, could we have the
film on Barack Obama. Do we have the Barack
Obama film? Just give me a yes or no, and I will move on.

BARACK OBAMA: First, let me thank all of you for your support of my campaign for United States Senator. It was my great privilege to address the Democratic National Convention in Boston, and I am working hard to win in November and take our fight to the floor of the United States Senate.

What I am telling Illinois voters as I travel from one end of my state to the other, is that this campaign is about more than just winning an election. It is about bringing the change we need in the lives of so many people who are being left out and left behind by the Bush administration and the Republican Congress.

In my state alone, more than 200,000 jobs have been lost under this administration. It is now clear this president will preside over a net loss of American jobs, the first president to do so since Herbert Hoover in the 1930s, but what
is even worse is that the new jobs that are being created to replace the old ones that we are losing pay far less on average and offer far fewer benefits. The result has been a reduction in real wages for two years in a row.

That is the first time that has happened in this country since World War II. We need a change in direction. We need an administration and a Congress that measures our progress by the number of Americans working in good jobs, not the millions of dollars in additional tax breaks for those who don't need them and weren't even asking for them.

We have to measure our progress by the number of additional Americans covered by health insurance, not the profits of the pharmaceutical companies who are being protected from competition. We need to measure our progress by Social Security and worker pensions, not by looking the other way while huge corporations break the promises they have
made to their workers and retirees.

As I travel around my state, I have talked to too many hard-working Americans who are hurting. I think of the hundreds of union workers at the Maytag plant in Galesburg whose jobs are moving to Mexico. I think of the 1,200 union workers at the Mitsubishi plant in Normal, Illinois, who will soon lose their jobs through no fault of their own.

We need to stand up for those hard-working people and their families, through federal policies that reach out and give them a hand.

Beyond helping these workers, we need to change the direction of our economy generally, and it starts by repealing tax breaks for companies, moving jobs overseas, and replacing them with tax incentives for creating good jobs here at home. It also means fighting to make sure that future trade deals benefit the workers of both countries with fair wages, strong workplace standards, and the fundamental right to
organize.

As I said in Boston, the great strength of our nation is the opportunity it provides its people to pursue a better future. For generations America has stood for the proposition that if we work hard, we can make it to the middle class. If we save and send our children to college, there is no limit to what they can achieve, but today that dream is threatened for millions of hard-working Americans by an administration that values wealth over work.

As a result, millions of people are losing their chance to reach the middle class, and millions more who have made it see their status slipping away. It does not have to be this way.

With just a small change in our priorities, we can extend healthcare coverage to those who need it, a good job with benefits to those who want it, and ensure that those who have worked hard all their lives can retire with some dignity
and respect.

With your continued help and support, I am going to go to the U.S. Senate and fight for these policies. And John Edwards and John Kerry in the White House, that is a fight we can win.

So thank you again for your strong support for my campaign and the important principles we stand for. On November 2nd, we will show the world that you can't stop an idea whose time has come. Thanks so much.

(Applause.)

GENERAL PRESIDENT SULLIVAN: And the benefit of his election is we pick up one seat in the United States Senate that we haven't held before, so that puts us a little closer to control the United States Senate.

The Chair will now recognize Louie Petricca, Chair of the Residential Committee.

COMMITTEE CHAIRPERSON PETRICCA: Good morning. General President Sullivan,
General Secretary-Treasurer Kelly, members
of the General Executive Council, fellow
delegates and guests, this is the second
Residential Committee at a General
Convention. This Committee was instructed
to formulate ideas and recommendation on
how to organize this very large sector.

The residential construction
represents 60 percent of all construction
dollars spent in both the United States and
Canada. This leaves 40 percent for
building trades and other types of
construction.

We now control 30 to 40 percent
of building trade work and this translates
into approximately 100,000 active members.
We can more than double this
International's membership if we represent
the same percentage of residential new
construction. This projected increase in
membership does not take into consideration
the residential service and retrofit
market. The potential to gain memberships
for both the local union and the
International are huge and we should all be more active in this sector.

At this point I would like to commend the members of this Committee for their dedication and knowledge. The committee consists of:

Dennis Canevari, Local 162;
Tom Morrison, Local 359;
Gary Jones, Local 36;
Randall Krocka, Local 18;
Collin Smith, Local 66.
And Rich Leitschuh, Local 10.
Secretary Canevari, who has done an excellent job, will now give the Committee's report.

COMMITTEE SECRETARY CANEVAR: General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, fellow delegates and guests, I, too, would like to commend the Committee for their commitment and knowledge of the issues, especially the Chairman, Louie Petricca, for the time and effort contributed to make sure that we
accomplish the tasks assigned to us.

Nationwide, the residential market continues to grow at record pace. There is 1.8 million new residential starts projected for 2004, yet union representation is well below 4 percent.

Based on the recommendations from the 40th General Convention's Residential Committee, NEMI engaged FMI consultants to research the residential HVAC market. The following is a summary of the facts:

There is a $23 billion single family residential HVAC market which includes new construction, retrofit and service.

There is 1.6 million new HVAC units projected to be installed in 2004. Average life-span of HVAC units is 10 to 12 years.

Market research also shows that the rising cost of electricity and crude oil makes it cost efficient to retrofit with high efficiency equipment.
The U.S. Census Bureau of American Housing Survey reported that 3 percent of HVAC units fail each year, representing 2.5 to 3 million units annually.

The Residential Committee would like to recommend to this Convention in the strongest terms possible that the Sheet Metal Workers' International Association continue on an extensive campaign to organize the residential sector.

It is also the recommendation of the Residential Committee to create a nationwide incentive based residential agreement. This incentive based agreement would set down minimum standards that each local union could build on. These nationwide minimum standards would be needed to prevent conflict with current established agreements.

The Residential Committee would also recommend that the chief international representative or the director of organization be the contact persons to
ensure uniform implementation of this agreement.

It is the desire of this Committee to have the General President, when he deems appropriate, charter new residential locals in order to avoid conflict with existing Local Unions. This goal of increasing residential membership would require the continued involvement of other agencies like NEMI and SMACNA to create a marketing package that will assist our affiliates in creation of local residential agreement.

We would expect the ITI to remain protective to any emerging needs for training in the residential industry. We would also recommend establishing a nationwide homeowner rebate and warranty program and to research national insurance providers that can provide business insurance for small or new residential businesses.

Mr. Chairman, this is a report of the Residential Committee, and I move
for adoption.

COMMITTEE CHAIRPERSON PETRICCA: I second the motion.

GENERAL PRESIDENT SULLIVAN: Is there any speaking?

No. Seeing no one at the microphones, you have heard the Committee's recommendation.

All in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)

All opposed?

Adopted.

Louie, Dennis, thank you very much, and on behalf of the Convention, we dismiss you with our thanks. Job well done.

(Appause.)

Thank you. Very good.

At this time, the Chair will recognize Stan Karczynski, Business Manager, Local 73, and Third General Vice President.

THIRD GENERAL VICE PRESIDENT
KARCZYNSKI: Good morning everybody.

(Chorus of good mornings.)

Would the Escort Committee please bring up the Attorney General for the State of Illinois, Lisa Madigan.

(Standing ovation.)

Our next speaker has lived the values that people want and expect from their public officials. As both an advocate, legislator and States Attorney General, Lisa Madigan has strived to protect working families and consumers and the senior citizens of the State of Illinois.

She traveled to South Africa to serve as a volunteer high school teacher during the height of apartheid in the late 1980s. It was there that she worked with young school children in the overcoming poverty and oppression they faced in their daily lives.

When she returned to Illinois to take a job at Chicago's Wright College, she continued to work with children and their
families, this time in their battle against
drugs and gangs on the streets of Chicago.

   It was during this time that she
saw the power of the law in seeking justice
and improving the everyday lives of working
people.

   Finding time between her day job
and her community service, she attended
night classes and got her degree from
Loyola University. In 1998, voters in
Chicago's north side elected her to the
State Senate where she continued her
dedication to working people by
passionately advocating better education
programs for children.

   In 2002, Lisa Madigan was
elected by Illinois voters to become the
state's first female Attorney General.

   (Applause.)

   It is from there that she
continues her fight for working families by
using the law to defend ordinary citizens.

My brothers and sisters, let's welcome a
true friend and champion of working
families here in Illinois, our friend,

Attorney General Lisa Madigan.

(Standing ovation.)

ATTORNEY GENERAL MADIGAN: Thank you.

Thank you very much.

Well, let me just say I am very happy when I walked in, the song that was playing was not a song from the Dave Matthews Band. I don't know if any of you have been following the news here. Apparently it's not just here in Chicago, but it has become worldwide.

And for those of you in from out of town, I don't know if they have given you an opportunity to take in any of the sites we have in our city, but there is a very wonderful architectural boat tour that people like to take along the river. And a number of weeks ago, unfortunately, a little over a hundred people were on this boat tour and as the boat went up a bridge along Kinzie Avenue, the tour bus from the Dave Matthews band -- the bridge itself is just grating -- emptied the tank that is on
the bus. That tank is attached to the
toilet on the bus, and hundreds of those
people were drenched in liquid human waste.

It is absolutely vile and
disgusting, but it is really all we have
been able to talk about for the past few
days, because we filed a lawsuit against
the Dave Matthews Band and the bus driver
for doing this.

This morning I had an
opportunity at 6:30 this morning to be on
Good Morning America, and then after that,
we did some radio here, but, anyway, again,
I am happy it wasn't the Dave Matthews Band
song playing. And now you know why.

Let me thank Stan for the kind
introduction and for all work he has done
here on behalf of the members of Local 73.
In addition, let me thank your General
President Sullivan for inviting me to speak
with you today.

These are very important but
very difficult times that we face, not just
here in the State of Illinois, but, as you
know, across this entire country. And they
are difficult times in particular for
working men and women. They are difficult
times because we face a situation where the
administration in Washington seems to be
intent on making it more difficult for
people to be able to raise their families,
take care of their families, and maintain a
good quality of life.

That is one of the reasons that
it is so important that you, as sheet metal
workers, come together at this convention
and then take back to your locals the work
that can be done to improve your individual
member's quality of life, as well as allow
them to improve the quality of life for
their children.

It is work that I really enjoy
being able to do, with organized labor here
in the State of Illinois. And so I want to
tell you briefly about some of the work
that I have been able to do so that those
of you who are not from Illinois can go
back to your states and develop a
relationship with your Attorney General.

Now, not all of you are going to have that opportunity, because there are some Attorneys General who, like people in the administration, are Republicans and don't have the open mind that I think all of us should.

As the State's Attorney General, in addition to being the lawyer on behalf of the state and its agencies and various departments, I also serve as the lawyer for the people of the State of Illinois. And in that role, I take very seriously my obligation to be able to improve people's lives. And one of the ways that we are able to do that is by making sure that our labor and employment laws in this state are enforced.

Now, I believe that earlier this week you had an opportunity to hear from our new governor, Governor Rod Blagojevich. Under our new governor, in addition with the members of our legislature, we have been able to pass some very good, long pro
labor, pro union laws on things that we have not seen happen at the federal level.
So here in Illinois, we have increased the minimum wage. Here in Illinois, we have made sure to pass a very strong equal pay bill. Here in Illinois we now have different rules for overtime than they do at the federal level.

While all of these things, in addition to making sure that our prevailing wage law is enforced, are things that we worked very hard to make sure are realities for working families of this state.

When I became the Attorney General, one of the first things I did was put in place a position for a labor liaison, somebody who was going to be in our office, but every single day working with organized labor throughout the State of Illinois and to deal with the problems that they contend with.

This is a brand new position in the Attorney General's office and something that we have seen be very successful. In
addition, I put in place a Labor Advisory
Council, so union members from across the
state have an opportunity from time to time
to come together into our office to talk
about not the issues that are of current
problem to them, but issues that they see
coming down the line, so that we can
prepare for those issues, respond to those
issuing, advocate in some cases for those
issues and for legislative changes and
government changes that need to be made.

In addition, we have made it a
priority to enforce the Prevailing Wage
Act. We have --

(Applause.)

Thanks. One of the reasons we
have had to do that is that here in
Illinois, and I presume this to be the case
in many states across the country, our
prevailing wage law has been ignored for
far too many years so we are currently in
the process of working with the Illinois
Department of Labor to clear up a backlog
of literally hundreds and hundreds of
In our states, and this may be true in yours as well, for someone to file a prevailing wage claim, it initially goes to the Department of Labor, and because we had an administration previously that was controlled by the Republicans, the Department of Labor would get these claims and then they would sit on them for years at a time. They would often times never ever refer them to our office to make sure that legal action was taken on them.

So we are in the process of cleaning up that backlog and in the process of identifying a number of high profile cases to use as examples in terms of prosecution.

(Appause.)

We also are continuing to work to make sure that working men and women know what their rights are.

Now, as sheet metal workers and those people who are represented by a union, you have more protection than many
working men and women, but there are thousands, hundreds of thousands, millions of people out there who don't realize what our employment laws require. And because of that, we are busy working on information that we will be putting on our website to make sure people are aware of their basic rights as well as to make sure that employers know what their responsibilities are under the law.

In addition, we do a tremendous amount of work with unions and they actually bring cases to us. You and your members are on the front lines every single day in terms of what is happening, whether it be discrimination, whether it be situations where pensions are being tinkered with, if not taken away, and we need to know about that as soon as possible if we are going to successfully be able to go into court and seek an injunction or seek some sort of a recommendation before the harm is actually done.
So I want to encourage all of you, really at every level of government, you should take the opportunity to get to know your elected officials. I believe that here in Illinois, there is a very good relationship between organized labor and at least our Democratic elected officials, and, again, I think it is imperative for all of you in terms of being able to advocate successfully for your members to do the same in your states.

I can tell you that it has had an amazing difference here at the state level, and now it is really something that in these last few months, prior to the November election, we are hoping to see take place across the country, such that you don't have individual states, such as Illinois, where things might be getting better, as things are getting worse across the rest of the country.

And so, therefore, it is imperative, not just that you develop these relationships but that your members get out
and understand the importance of voting.

At the end of the day, we may all complain about what happens in government, but unless we take an opportunity to change what is going on, we will not be able to actually see the fruits of our labors at the end of the day. So, again, let me thank you very much for your time. I certainly hope that you have had a wonderful experience here in the City of Chicago. I encourage you to go on that boat tour because I don't think there will be any other bands dumping their sewage anytime soon, but in addition to all of those things, please take this opportunity to get energized and organized. Go back from whence you came and make sure that you participate in the upcoming elections.

Thank you very much.

(Standing ovation.)

THIRD GENERAL VICE PRESIDENT

KARCZYNSKI: Lisa, at this time, General President Mike Sullivan and General Secretary-Treasurer Tom Kelly would like to
present you with a few gifts from the Sheet Metal Workers' International Association.

ATTORNEY GENERAL MADIGAN: As long as they are not too heavy to carry.

GENERAL SECRETARY-TREASURER KELLY: We will have somebody carry them if they are too heavy. As you see the room, we have decorated with different skills of the membership. The automobile was made by our members from Local 71 in Buffalo; the St. Louis Arch. There is a plane --

ATTORNEY GENERAL MADIGAN: I saw that.

GENERAL SECRETARY-TREASURER KELLY: -- from Local 7 in Michigan; and the car, railroad car is from Local 12 in Pittsburgh.

This wall represents, each of our locals put a plaque on from the East Coast to the West Coast. All of ventilation system was done by Local 73 here in Chicago, and the lettering was done by our Local 137 in New York. The flags were also made by our production workers.

So what we are showing is the
skills of our membership, and rather than
give the traditional gift bag, we would
like to give you something that represents
the Sheet Metal Workers. This lighthouse
was made by our members of Local 17,
Boston, and by your talk here this morning,
you are certainly a beacon of light and
darkness with your insistence on
enforcement of the prevailing wage law and
every other labor law in the State of
Illinois, and we would like to thank you
for it.

This is presented to you along
with our gift bag.

ATTORNEY GENERAL MADIGAN: This is
beautiful. I thank you very much.

(Appause.)

GENERAL PRESIDENT SULLIVAN: I think
each and every one of us needs someone like
that in our state in that position. I know
that would be a great relationship to have
to be able to meet with labor people and
the administration in that fashion,
especially the person that is the Attorney
General of the state.

I don't know of too many places where they have a labor group that they meet with on a regular basis. To me, we could all use that. Maybe we ought to make that our goal when we go home, although I realize in the great state of Indiana, it is almost impossible with the people that we have in place.

But, Stan, you're a very fortunate man to have that kind of politics in your state.

At this time, the Chair will recognize the Chairman of the Resolutions Committee, Roy Ringwood.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, Chairman Sullivan.

The Resolutions Committee is prepared to continue its report.

Resolution No. 1, Committee Secretary Joe Kerwan, please.

COMMITTEE SECRETARY KERWAN: Good morning.

(Chorus of good mornings.)
Resolution No. 1, which appears in your yellow book, it deals with the residential organizing and introduced by Sheet Metal Workers Local 285. The resolution has been amended by the Resolution Committee to include incentive commitments along with piecework and to define residential as that term is used within the jurisdiction of the involved Local Union.

The resolve of this resolution reads as follows:

Therefore, be it resolved that delegates of this convention support and endorse the implementation of new piecework and/or incentive agreements in an effort to secure work in the residential sector as defined in the local union area.

The Committee recommends concurrence with this Resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: And I second that motion.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's recommendation of adoption of the Committee report -- or adoption of the Resolution No. 1.

Is there any speaking?

Microphone No. 4.

Microphone No. 4, please.

We will move to microphone No. 1.

DELEGATE JIM PAQUETTE (Local 280):

Good morning, General President Sullivan.

GENERAL PRESIDENT SULLIVAN: I want you to know that the speaker at microphone No. 1 was the speaker at microphone No. 4, and we are not ignoring the speaker at microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):

Thank you very much. Our delegates that are here, as well as our membership in the province of British Columbia, wholeheartedly support this resolution.

GENERAL PRESIDENT SULLIVAN: Thank you.

Is there any other speaking?

Seeing none, you have heard the
Committee's report on adoption of Resolution No. 1. All in favor, kindly signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

Thank you.

The Chair will now recognize the Chairman of the Constitution Committee, Bruce Word.

COMMITTEE CHAIRPERSON WORD: Good morning. Thank you, Mr. Chairman.

At this time, the Constitution Committee would like to continue with its report, and I call upon Craig Sandberg.

COMMITTEE SECRETARY SANDBERG: Good morning.

The amendment that is going to be talked about here is Amendment No. 58 in the blue book. You will also want to have that resolutions yellow booklet out.

This amendment, this is Article Seventeen (17), Section 1(h). This amendment will permit sheet metal work on a
piecework basis. The Committee modified
the amendment to add the word
"residential."

Resolutions 13-C, 14-C and 15-C
relate to an incentive base system in the
residential construction, so you will want
to refer back and forth.

We amend by adding at the end of
the second line of the Section on page 84
after the words "piecework basis" the
following words, "unless permitted in the
residential collective bargaining agreement
approved by this Association." So that the
beginning of the Section will read as
follows:

Agreeing to perform or
performing any sheet metal work covered by
the claimed jurisdiction of this
association on a piecework basis, unless
permitted in the relevant collective
bargaining agreement approved by this
association, a lump sum basis, or any other
basis.

The rationale behind this is
there are instances where the International will approve performance of sheet metal work on a piecework basis, such as in the residential sector. In these instances members would not be subject to discipline.

The committee believes this rationale encompasses the intent on Resolutions 13(c), 14(c), and 15(c). By adoption of Amendment No. 58, the resolve of these three resolutions is incorporated without amending Article 16, Section 1(c).

The committee recommends concurrence with the proposed amendment and that Amendment No. 58 be substituted for Resolution Nos. 13(c), 14(c) and 15(c). I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. The adoption of the resolution that would allow for under collecting bargaining agreements in the residential sector, piecework or other types of work without being in conflict
with the Constitution.

Is there any discussion on the -- microphone No. 2.

DELEGATE TOM MORAN (Local 25): Tom Moran, Local 25. I just need a clarification, General President.

It says that without approval of the collective bargaining agreement by the International. Does that mean before you can sign off on an agreement, it would have to be reviewed by the general offices?

GENERAL PRESIDENT SULLIVAN: Yes. We want to make sure that we know what is going on.

DELEGATE TOM MORAN (Local 25): And that pertains only to residential agreements?

GENERAL PRESIDENT SULLIVAN: That's right. With piecework.

DELEGATE TOM MORAN (Local 25): Well, I don't have something clear in my head. I don't know how I could negotiate a collective bargaining agreement that pertains to this provision and have an
agreement reached with the contractor and then send it down to the International for review, and if it is rejected, then I have to go back and renegotiate that agreement? Is that what I am being told?

GENERAL PRESIDENT SULLIVAN: Yeah. Yes. We want to be very careful. This is somewhat of a new era or new ground for us, and we do not want people to take things out of the collective bargaining agreement that might be in conflict with other issues that -- in the Constitution that we consider that are mandatory. Yeah. If you have an agreement that has already been approved, then you are going from one contract to the next, that would be a different situation. Unless you are taking out a piece of that particular contract that is considered part of the sacred part of the Standard Form of Union Agreement.

Any other discussion? Seeing none, you have heard the committee's recommendation.
All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Mr. Chairman, that concludes the partial report of the Constitution Committee.

GENERAL PRESIDENT SULLIVAN: Would the Escort Committee please bring Mark Watson and Chuck Corbett forward, please.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Our next speaker is from Cedar Rapids, Iowa. He is a man who is well known to everyone here. He is SMACNA President Mark Watson. He began his career in the sheet metal industry as a project manager.

He serves as Secretary-Treasurer of Climate Engineers, a $17 million, family-owned business specializing in HVAC, industrial and manufacturing work.

Mark has a long history of
service at SMACNA. He has devoted much of his time and energy to his local chapter in Iowa by serving on its board of directors and all of the office chairs, including his time as chapter president. He currently serves a trustee on the chapter's Health and Welfare Fund and the Pension Fund and is a past member of the chapter's bargaining committee.

Mark, of course, has devoted his time beyond what he has served in his local chapter. He has served on the National SMACNA Board of Directors from 1995 to 1999, and he is co-chair of the SMACNA/SMWIA Best Practices Market Expansion Committee, as well as a member of the investment committee.

Mark has been instrumental as a partner in advancing our cause in the sheet metal industry. As the head of SMACNA, Mark joined me in kicking off the First Annual Sheet Metal Workers' Industry Week. He has worked side by side with us in promoting responsible and fair contracting
in the state legislatures, and somehow he has found the time to advance new best practices that have helped SMACNA's members take advantage of new contracting opportunities and trends in our industry.

As you can tell, Mark is a man of vision, and I am proud to have this man as my partner on the management side of our industry.

Fellow brothers and sisters, let's welcome one of our leading advocates, our partner and our friend, SMACNA President Mark Watson.

(Standing ovation.)

SMACNA PRESIDENT WATSON: Good morning. General President Sullivan, General Secretary Kelly, members of the General Executive Council, ladies and gentlemen, I am honored to be standing up here in front of you this morning.

I think it is important that you get a little sense of who I am and what I believe in, what my passions are. I have passions like the rest of you. I come from
a family business that I want to tell you a
little bit about because I am awful proud
of that group.

We have two salesmen project
managers that graduated the apprenticeship
program that now lead our sales and project
management team in the areas of industrial
work and HVAC.

(Applause.)

We have the head of our shop
operations, an individual that also
graduated the apprenticeship program,
happens to carry the same name I do,
Watson, as in Peter Watson, and he does a
fine job of coordinating our manpower needs
and working with the business agent in our
town.

We also have an individual who
is the president of our company, his name
is also Watson, Brother John Watson. You
are going to sense this truly is a family
business. He is the president of our
company. He graduated the apprenticeship
program and served time as a journeyman.
Then we have another operation in the Quad Cities. We are located in Cedar Rapids, which is about four hours west of here. We have another operation in the Quad Cities that we started about eight years ago.

We have in that organization our control manager who has been with us for seven years that makes our company even more unique to have that control division -- the control work is done by sheet metal workers as opposed to different unions. He is a graduate of the apprenticeship program. He still carries his card.

The president of that company, of that division, graduated the apprenticeship program, I believe, with John Churuvia up here, and he is the president and he still carries his card.

I am the only one that was not smart enough to go through the
apprenticeship program and get a card, but
the rest of them, you can tell we are an
organization that is staffed in our middle
and senior management by people that have
gone through the apprenticeship program and
had that excellent training. And that is
one of the reasons why we are one of the
most successful companies in the our part
of the state.

The other reason we are real
successful is we have a great partner with
some business agents in those areas. One
that I have had a chance to work with a
lot -- and sometimes he gets a little
misguide and sometimes I have to straighten
him out, but for the most part he does an
outstanding job -- Kenny Cable from Local
263 is my partner in this industry, and I
am proud to work alongside of him.

The other one is, as I
mentioned, John Churuvia is up here. He
works with our Quad Cities group, and he
does an outstanding job of working closely
with us to the benefit of not only the
members but to industry, and that is very important to all of us.

So I am proud to be with these individuals, and I am proud to stand up in front of all of you people. You can tell I have passion. I love this industry. I love working with the people in the organization.

I am fortunate not only to be able to do administrative work but also to work on projects and get to the work with the superintendents and the other journeymen on the project and see their skills and their knowledge, and that is exciting. And that energizes me in this business.

But that is what I am about. That is one of the reasons I am standing up here today. I am also, obviously, standing up here in front of you as the President of SMACNA, which I have been involved in, which I think is a great organization, and which is doing some pretty outstanding things and I would like to share some of
that stuff with you today.

Obviously, I have Chuck Corbett up here with me. I don't go anywhere without Chuck. He is my wing man, he is my back, and he is the guy that really knows a lot more about a lot of the labor issues than I will ever know.

But the other thing I want to mention is that the relationship with the national level is outstanding with Mike and Tom and some of the rest of this group. We meet with Mike and Tom and some of the rest of this group twice a year to go over issues of importance to both groups and to the industry. They are very productive. We have one coming up in another week, and we will be tackling the future in those meetings.

This morning, rather than talk about the many projects our two organizations are working on jointly, I would like to share with you what SMACNA is doing outside of our partnership to elevate the HVAC and sheet metal sector in the eyes
of the building owner.

As part of our association's long-term goals, SMACNA is striving toward having a set of plans, specifications, and codes reference SMACNA standards. Better yet, we would like every code to be a SMACNA standard.

By continually working toward achieving this goal, we are seeking to gain a new and higher level of respect and value from our customers, the building owners, general contractors, and in some cases, mechanical contractors. And when I say mechanical contractors, that area has been very interesting in last year also in the way that we have challenged the way that business is being done in the construction industry.

We have challenged the position of the mechanical contractor in the fact that he is always in the lead role, and we are sitting there saying there is other ways to bring services to get the work done. And in a lot of cases, the HVAC
contractor and the HVAC sheet metal worker
should be in charge, should be the prime
contractor on a lot of building
construction and maintenance work in this
country.

So with this new-found respect,
we will bring our SMACNA firms and our
skilled union craftsmen a seat at the
owner's table when they are talking
budgets, strategies, and specs. This will
give us the opportunity to show the owner
how we can value engineer a product that is
superior to what he would have gotten if we
were a subcontractor with a limited view of
the project.

For the last ten years, I
personally have struggled to achieve this
kind of recognition and respect for our
firm in the Cedar Rapids area and also the
Quad Cities. As a subcontractor, we
sometimes found ourselves dealing with
mechanical contractors that did not have
the HVAC expertise that our company has
developed in over 50 years in business.
As an example, recently a project that I was involved with from a project management standpoint was a wellness center for a community college, a gym, if you will, and it had exposed ductwork and rooftop units, and the mechanical bid it. We were the sub to them. They took the equipment. They took the curbs, and they proceeded to slap those curbs down wherever they wanted to, which wasn't the way it was laid out in the drawings, which wasn't the way it was laid out in our CAD drawings.

It created a lot of issues for not only us, from a financial standpoint, but it created a lot of frustration from our superintendents and the people in the project, more CAD time. And it did not go unnoticed by the general contractor and the owner that a lot of issues developed in that project because of the inexperience and the lack of knowledge by the mechanical contractor. And that is an area that we continue to work on and we find to be one
of the more important areas that we have to spend our time and energy on, is to get that role of a prime contractor.

And with that we have worked hard to communicate to building owners that they would have tighter control over their project by working directly with us. Plus, there would be no other contractor markup on the HVAC systems.

We emphasize numerous benefits working with our firm in the early stage of the design process, encouraging them to harness our ability to value engineer and save them money in making the proposed components fit in the building. I am pleased to say that we are making progress in this area.

SMACNA is also very much involved in this, and in the last couple of years we have made tremendous end roads in this area. The owner's doors have been opened a lot wider for all of us here today. In fact, we are a whole lot closer to getting that seat at the table, an
accomplishment that I, as a lone contractor
in Cedar Rapids, have been striving toward
for almost a decade. With SMACNA's help,
it is going to happen a lot quicker.

After two years of active
industry commentary, bickering and heated
negotiations, the Construction
Specifications Institute, CSI, issued a
revised master format that separates
plumbing and HVAC divisions.

This is incredibly good news for
sheet metal/HVAC contractors. Having
separate division puts us in the category
of first tier contractors and makes us
getting that seat at the owner's table much
easier.

SMACNA worked closely with the
CSI Master Format Task Force, expanding and
clarifying HVAC specific work. And as a
result, the latest version is even more
beneficial to SMACNA's position on HVAC
plumbing separation than the earlier ones.

Furthermore, by adopting this
new master format, the construction
industry recognizes that owner consider
HVAC systems to be one, if not the most
important components in the building.

To capitalize on this victory,
SMACNA is developing a cadre of products
and services to help ready our contractors
to step up and take their well-deserved
seat at the table as a prime first tier
contractor.

In the technical area, SMACNA
takes a back seat to no one. We continue
to create new products. We are an
internationally known and respected
standard-setting organization. We have
quite a few technical projects underway,
and I would like to share a few of those
with you this morning, also.

The first edition of the
Architectural Sheet Metal Inspection Guide
will be published shortly. It explains the
proper inspection of architectural and
sheet metal features such as roof panels,
gutters and downspouts and will be a
resource for facility owners, contractors,

The second edition of the Rectangular Industrial Duct Construction Standards will be available later this year. It expands the scope of the 1980 version and updates the original text to incorporate a revised theory of design, new materials, and more user friendly tables.

SMACNA's technical resources division continues working on revisions to SMACNA's HVAC Duct Construction Standards, metal and flexible; Seismic Restraint Manual, Managers' Guide for Welding, HVAC Systems - Duct Design; and the HVAC Air Duct Test Leakage Standards.

SMACNA serves in the industry advisory group of the International Code Council, that seeks to improve the quality of building codes and the effectiveness of their development process. Our staff also attends meetings of the ICC Mechanical Code
Committee and addresses issues of concern to the association. Additionally, SMACNA provided comments to proposed changes for the 2006 Uniform Mechanical Code.

Notably, SMACNA's Seismic Restraint Manual and Round Industrial Duct Construction Standards have received the prestigious ANSI designation.

ANSI approval enhances prospects that SMACNA standards will be internationally adopted for regulatory use and, as a result, more widely used in the United States by state and local governments, as well as the design and engineering community.

Finally, SMACNA has accepted a rare invitation to become a member of the Construction Users Round Table, also known as CURT. CURT is an association of nearly 50 major owners in the construction industry. Collectively, they spend more than $95 billion annually on construction and maintenance projects.

As a member, we will get a
coveted seat at the owners' table alongside such prestigious owners as Intel, Johnson & Johnson, Ford Motor Company, Procter and Gamble, as well as the Corps of Engineers and GSA.

Participation in CURT is yet another opportunity for SMACNA to reach out to our customers and elevate the union HVAC and sheet metal sector.

All in all, SMACNA's goal is similar to the SMWIA's goal. We both want to move contracting business to a new level, a level where low bids and shoddy workmanship are unacceptable. As an organization, we must leverage our power separately and together as partners, as well.

We must persevere and never lose sight of our goal so that owners will recognize and respect the skill, knowledge, and expertise we bring to the table.

I want to thank you again for inviting me and Chuck to attend this. I am impressed with the group. It is good to
see old friends. I will continue to have a passion for this industry and continue to push our firm and organize and to get more members involved and more union people working in our organization.

We will continue to hire people through our organization that are union members to enhance our organization. We are looking at the future that is going to be better and brighter, and we are all going to do better. We are excited about that.

Good luck in the future. Have a good convention, safe travels, and thank you very much.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:

Mark, having worked with you on the Best Practices Committee, I know how much you respect the skills of our membership and really worry about their well-being.

This room is decorated -- and I know you folks have been in the hall, but just to point out again, this room was
decorated by the skills of our members, and
I know that you can really respect them
because of just the things that you do to
help our industry.

Bearing that in mind, rather
than traditional gifts, which we have a
gift bag for you, Mike and I have given all
of our guests something that our members
have made.

And in case you have not been in
the room, let me repeat that these flags
were made by our production workers, the
duct from 73, and the letters from 137.
And all of this is -- the plaques from our
different locals from East Coast to West
Coast, with a car, the arches, the plane
and the train, and I certainly have to say
this to you, I really respect what you do
for the betterment of our entire industry,
and we present this to you.

SMACNA PRESIDENT WATSON: Again, I am
totally impressed with your organization,
and this meeting has been fantastic.
Thanks again.
GENERAL PRESIDENT SULLIVAN: We are
going to hear from Chuck Corbett,
SMACNA's Labor Relations Director, and he
has a few words that he would like to say.
We are going to save any comments about
Chuck until after he has said what he has
to say because we want to make sure if we
still feel the same way when he gets done.
Chuck.

(Applause.)

SMACNA LABOR RELATIONS DIRECTOR

CORBETT: Why does that not surprise me.

Just a few follow-up very brief

remarks to what Mark has said. I am really

happy he devoted most of his speech this

morning to the non-labor activities in

SMACNA.

Most of you have a contract with

SMACNA through my department, naturally,
since we are charged with the day-to-day

labor relations efforts, but I think it is

important that you understand what else
goes on over in that building and that
organization.
As Mark has implied in his comments, we have a world-class engineering section there that is literally embedded with the likes of CSI, the other regional code organizations, ASHRAE, daily input, and we reap the benefits of that in our standards and specs and publications.

We also have -- and many of you may not know about this. We have our own mini ITI. We have a management education program of which we are very proud, the idea being to bring up this second and third generation of company employees and owners who didn't start in the proverbial garage and who need -- in some cases as much as their fathers did -- the type of management education to ensure that they will be running good and efficient companies.

This includes a graduate that in my mind is the equal to many of the university MBA programs where full-time executives go to school to earn that degree.
Of course, we have two full-time lobbyists on Capitol Hill with an office over there.

So, again, you know, I would issue invitation, as I have in the past, if you are around the Washington area, give me or anybody on my staff a ring and come out with us. Let us brag a little bit and show you around an Association we are really proud of.

Let me add a word or two. What you heard already this week, I won't belabor this point about our joint efforts.

Just to let you know, and I think some of this could be emulated locally, to let you know there is daily contact between my staff and the International union staff, and very frequent interchange between the top leadership in both our organizations.

I was very gratified about three weeks ago sitting in a meeting with the other trade association professionals, the hired guns in Washington, to have two of
the execs there state that in our, in this industry, in the sheet metal industry, we have the best, the most productive and the most results oriented relationships.

And since one of those comments came from MECA, to whom we have always looked as setting the standard in their relationship with the IBEW, I couldn't have been more pleased, and, of course, we are very pleased that your election process has returned the leadership that we know we will be working with over the years to come. A leadership incidentally that has the vision to understand all facets of our industry and we are looking forward to that.

If you will permit me a personal moment, I was in the room earlier this week, when Mike recognized all the retired members of the Executive Council back here. And I will have to tell you, that was a nostalgic moment to see the likes of people I have worked with over these years, Moose McCarthy, Kenny Peterson, and including
people with whom I have had some intense
negotiations over the years, like Larry
Cassidy. During his tenure, during Larry's
tenure, he often co-chaired the NJAB, and we
got to know each other quite well. And
negotiating with Art Moore, who was up on
the stage. Those were experiences, but we
never left the room without shaking hands.
I think we all came to realize sitting
around the table in many cases was
preferable to sitting across the table
where we could -- that usually was the
method of operation.

But, anyway, hearing all these
guys who had retired, living the good life,
validated the decision I had made for
myself sometime earlier this year. And I
have let my bosses know, I am going to
retire next year in February. This will be
the second retirement for me. I spent all
of my early adult years in the Army, and
before Bobby Springer asks me, yes, it was
the U.S. Army, Bobby.

(Laughter.)
I learned a lot about life early on. I was a field artillery-man by trade. I learned a lot about life early on as a Ford observer with Company A of the Seventh Calvary Regiment, Custer Zone in Korea. So in my heart I will always be a soldier, but there is room in there, too, for the affection that has been engendered by the many people in this industry, labor and management, that I have had the great pleasure to work with.

There is some time left and some important things to do. I know we got a couple of NJABs coming yet, and we may be looking at the standard form in the fall. So I will be seeing a good number of you in other forums, but this is the last chance I will have to say adios to this group to this group and acquaintances out there, so I will take that opportunity. Auf Wiedersehen and God bless us all.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: In my
introduction of Chuck, it was in jest, but
it was because I didn't want to lead into
it -- I didn't want to get to where I want
to go now, with what I wanted to say and
what we wanted to say to Chuck. We have --
I have introduced Chuck before to our
membership, and I have said a lot of things
that were very true and to the point.

But I have to reiterate them
today, but I was going to announce that --
and you kind of stole my thunder, Chuck.
Then I was going to let you have a few

words.

But Chuck is going to retire in
February, and I have to tell you, I have
known him for a long time, and have dealt
with him for a long time. I never dealt
with a more honorable man. I never dealt
with a person that I respected more
morally. I have never dealt with a person
with, from his position that was more fair
more reasonable. It doesn't mean he wasn't
tough.

But he was -- he always wanted
to do the right thing for the industry and,
to me, that's what his job is. And he has
performed it the best of anyone I have ever
seen, and I have known a lot of labor
management people over the years.

So, Chuck, Secretary-Treasurer
Kelly and I want to make a presentation.
If you could show it on the screen, please.

This wine cooler -- Chuck likes
to drink a little wine. This wine cooler
was made by our members of Local 565. Tim
Hintze is the business manager, made by
sheet metal workers. It will be delivered
to your home.

And when you look at that and
pull out a bottle of wine and enjoy a
little bit of your retirement, just
remember, think of us and all the good
times that we had and also some of the
tough times that we had. But at the same
time, I know when are you drinking that
little taste of wine, it will kind of
relieve all the pressure, and, remember,
our hearts are with you.
You are a dear friend and we are going to miss you very much.

SMACNA LABOR RELATIONS DIRECTOR CORBETT: Thank you.

(Standing ovation.)

SMACNA LABOR RELATIONS DIRECTOR CORBETT: With a wine cooler as a remembrance, I will be thinking of you every day.

(Laughter.)

GENERAL PRESIDENT SULLIVAN: The Chair will now recognize Stan Karczynski for the introduction of our next speaker.

THIRD GENERAL VICE PRESIDENT KARCZYNSKI: Will the Escort Committee please bring up Tom Villanova, President of Chicago Cook County Building and Construction Trades Council.

(Standing ovation.)

THIRD GENERAL VICE PRESIDENT KARCZYNSKI: Our next speaker has been a member of IBEW since 1972, has risen through the ranks at his local and in the Chicago Building Trades. He has served as
apprentice instructor and business agent at local 134 here in Chicago and in March was elected to serve as President of the Chicago and Cook County Building Trades and Construction Trades Council.

His opponent was a carpenter --

(Chorus of boos.)

The carpenters wanted to take over the Chicago Building Trades. They thought they had the votes. But I am happy to say that with the help of Sheet Metal Workers Local 73, Tom Villanova kicked the carpenter in the ass and won the election.

(Applause.)

Tom has been active in his community serving as the President of the Chicago Building Trades and Chairman of the Metro Southwest Alliance. He is a member of the Board of Directors for the Chicagoland Southland Economic Development Corporation. He is active in the Chicago Southland Alliance, Southland Mayors and Managers Association, Southland Chamber of Commerce and Southland Travel and Tourism.
Since 2002 he has served as a vice president of Orland Township where he now lives.

My brothers and sisters, please welcome a great friend of the Sheet Metal Workers, President of the Chicago and Cook County Building Trades, Tom Villanova.

(Standing ovation.)

CHICAGO AND COOK COUNTY BUILDING TRADES PRESIDENT VILLANOVA: Thank you.

Good morning, everyone.

(Chorus of good mornings.)

I would like to start off thanking the distinguished Escort Committee, good friends of mine that I worked out in the field with:

Tony Scavone
Ray Suggs
Tom May and
Mike Healy

It is good to be with friends.

It is an honor and privilege to be with you this morning. I want to thank General
President Sullivan, General Secretary-Treasurer Kelly, and Local 73 President and Business Manager Stan Karczynski for inviting me to address your convention.

On behalf of the 100,000 Building Trades men and women of our organization, I would like to welcome you to our great city.

I am very proud to let you know that every construction trade is an affiliate of the Chicago and Cook County Building Trades Council. Our goal here in Chicago is to foster and maintain that participation. With the help of Local 73, I was elected president of Building Trades in March of this year. Since taking office, we have worked extremely hard to make our Building Trades progressive, productive, creative, accessible and respected.

During the past few months, we have strived to create a Building Trades that is much more politically active with
regard to local, state and national politics. We realize the major role that organized labor must play in the politics and laws that affect our lives each and every day.

Our secretary-treasurer Frank Malone was my running mate in March, is now a registered lobbyist and already spent a great deal of his time representing all of our affiliates in the state capital of Springfield.

We are fortunate here in Illinois to have a pro union political climate. Our governor, Rod Blagojevich, is a Democrat. Our state Senate is controlled by the Democrats. And our House also has a Democratic majority. That is not to say that we don't have our political problems here in Illinois, but at least we get heard and generally our issues and concerns are well received and acted on by our state politicians.

Recently, our Building Trades Executive Board, which includes Stan
Karczynski, met with Illinois State Senator and Democratic U.S. Senate candidate Barack Obama. You may have seen Barack when he was keynote speaker at the Democratic National Convention. The Chicago and Cook County Building Trades has been closely involved in his campaign and we are confident that he will become a U.S. senator this November.

His election would give us two Democratic U.S. senators in Illinois.

(Applause.)

On a national level, we are also working around the clock to ensure election of John Kerry as our next president. Illinois voted heavily for Gore in 2000. Thank you in part to our union membership. I am confident that in Illinois, we will overwhelmingly support John Kerry and John Edwards this fall.

It is our sincere hope in Illinois all labor leaders and union members will not only vote for Senator Kerry, but will also vigorously campaign
for him. As union members, we need to support his campaign with a door to door network, phone banks, rallies, mailings, voter registration and whatever it takes to ensure his election. We all learned a valuable lesson in 2000. Every vote counts. Or at least in some state its does.

I believe this presidential election will be extremely close as it was in 2000. John Kerry's election as President is vital to our members and our country. It won't be good enough to say that we tried. We have to be able to say we succeeded. If we fail, then we have failed our members, our families and our future.

In my opinion, four more years of the Bush administration will cripple our unions, severely weaken our trust funds and drastically change our way of life.

I am reminded of a couple of quotes I found to be not only interesting but accurate.
If any man tells you he loves America yet hates labor, he is a liar. If any man tells you he trusts America yet fears labor, he is a fool. That's a quote by a Republican president by the name of Abraham Lincoln, who, as you know, was from Illinois. I think it is safe to say that President Bush fears labor. So I guess in the words of President Lincoln, he is a fool.

(Applause.)

The second is also by a Republican President who said, "Only a fool would try to deprive working men and working women of a right to join a union of their choice." That is a quote by President Eisenhower. I thought it was interesting that both times the word "fool" was used.

Obviously, a lot has changed since Lincoln was in office and even since Eisenhower was in office. What has not changed is the fact that if labor sticks together, we can accomplish great things.
We have it in our power to reclaim America's promise of providing middle class working family as road to unparalleled opportunity. The sad news is, some Americans are satisfied with the present because they don't care to take the time and effort to work towards the future.

America will always have those who are not willing to make an effort to invest in the future so we can all live a better life, but the good news is, America will always have those who are not content to sit on the sidelines. America will always have those who want the future of their children to be better than their own.

I believe all union members have the desire and passion to make this a better world. Those in the union movement are not afraid to stand up and speak out in order to ensure a better life for every American.

That is what the union movement is known for and that did what the union movement will continue to stand for.
In closing, let me speak for a moment about our great city and Sheet Metal Workers Local 73. The City of Chicago is known as the city of broad shoulders and that title is due in part to unions and the pivotal part that organized labor has played in shaping and building Chicago.

Chicago is a union town with great labor organizations. Like Sheet Metal Workers Local 73. I am so pleased that Local 73 is part of our Building Trades, and I am honored to be associated with members and officers of Local 73.

I have had the privilege of working with Stan Karczynski, who has done a tremendous job as president and business manager of Sheet Metal Workers Local 73, as well as vice president of our Building Trades. Stan is tireless defender of union members and their families. He is a good friend and great leader. And I want to thank him for inviting me to be part of your Convention here in our city.

On behalf of our 100,000 members
and 24 trades, I wish you all the best, and hope your Convention has been a success and that you continue to enjoy the city that our unions built.

Thank you for all that you do.
And keep up the good work.

What you do each and every day truly does make a difference.

Thank you.

(Applause.)

THIRD GENERAL VICE PRESIDENT KARCZYNSKI: Tom, on behalf of Mike Sullivan, General President, and General Secretary-Treasurer Kelly and Sheet Metal Workers' International, we would like to present you with a couple of gifts.

GENERAL SECRETARY-TREASURER KELLY: Tom, we are proud to be in the city that built union. And thank you for your kind remarks this morning. We are going to give you a lantern that was fabricated by our members from Local 71, in Buffalo, New York. And you can add this on your desk. You will see our union label on the
inside and, remember, we are proud to be union.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Before we move on to the next item on the agenda, I wanted to take a moment to discuss with you an important subject, our unions proxy voting and shareholder activism program.

As you all know, our funds are major stockholders. Sheet Metal Workers and other Building Trades pension funds hold over 200 billion in assets under management. This ownership gives us a great responsibility and also a great opportunity. We can and have been using this ownership power to encourage companies to improve their corporate behavior which ultimately leads to better performance.

Over the last several years, our funds have been leaders in forcing companies to address problems such as auditor conflicts of interest, excessive executive compensation and many other more
important topics.

Five years ago companies were surprised to learn that we are big stockholders. Today we see articles written in the headlines, like "Unions Show Wall Street How It’s Done," and we have the Wall Street Journal Business Week and dozens of others calling us to ask what the Building Trades Pension Funds are focusing on.

I am pleased to report that we have been successful in building our reputation as one the country's most powerful and thoughtful institutional investors.

We can and are using that reputation that we have developed to forge relationships with these companies that we have invested in to make them more willing to work with our contractors and employ our members, which leads to more contributions back to our funds.

It is a win-win for us. The companies and/or shareholders in the
communities in which we live, we have been ably assisted in this effort by one company, Proxy Vote Plus, an independent company based right here in Chicago. Proxy Vote Plus votes the proxies for many of our funds. Most important, it provides the research and advice to help us sponsor the shareholder proposals that allow us to stand up to these corporations at their annual meetings and let their senior management know we are important stockholders that need to be listened to.

I hope that you will stop by Proxy Vote Plus' booth and consider having your fund hire them to vote your funds' proxies. You will find out that the fees are very modest and the potential returns to our funds, our members and our contractors is great. And, of course, feel free to talk to Craig Rosenberg of Proxy Vote Plus or Benny Hernandez if you have any questions.

Thank you.
We started five years ago, the
AFL-CIO started a committee on corporate governance. And I was appointed by President Sweeney to be one of the first members on that committee. We have been very heavily involved in this, in this process over the last five years, and it is becoming like a steamroller in our ability to accomplish things for the benefit of our members and our contractors. We also at that time had Benny Hernandez from the National Pension Fund working on those particular issues. And then because of an unfortunate situation within our organization, we had to take Benny from the pension fund issues, and we brought him in as Chief International Representative until we could work things out and find out where we were on specific things where we wanted to go into the future on issues. Finally, we released Benny and we sent him back to the Local Unions and Councils Pension Fund. Because we could
not continue to do what we were doing in this area without someone following up. And Benny, Benny has the knowledge and the ability to do this, and he is a very valuable asset in this area.

So we put him over there and we are going to be working out with the Local Unions and Councils Pension Fund at our February meeting, GEC meeting, we will be working out an arrangement where the International and other funds will be compensated -- will be reimbursing the LU&C for their portion of time that he spends on proxy issues and on the proxy voting issue.

Having been involved in this, you know, our union started this issue at least 25 years ago and I can remember how important it is. And we used to send in to the International our portfolios of, stock portfolios every quarter, and then they would put it together with the rest of the building trades, and began to try to do something. But I have to tell you, it was very ineffective and there wasn't much
cooperation. Proxy Vote Plus gives us the opportunity to have that one data base and most building trades unions are working, trying to encourage their trust funds, their local unions to get involved in it, because the price is really very small per fund manager.

And what we did was, we took this, when we were put on this Committee, and we worked in trying to see if we couldn't rejuvenate what the labor movement was doing with their proxy votes. You know, when you go into a board room with 25,000 shares, really it doesn't make a whole lot of -- they don't pay much attention to you. But when you walk in with 2 million or 3 million shares, all of a sudden you become -- or 4 million or 10 million or 15, depending upon the size of the corporation, it really makes a difference. And we, this International has taken the position, that, yes, we are going to spend the resources necessary to go in this direction and try to see if we can't
not only clean up the corporate boards and
clean up what is going on in the corporate
board rooms, but to see to it that our
members and our contractors benefit from
our actions.

So I would ask, simply ask that
you take a chance, go, and go down, take a
look, give it a fair look, and become a
part of what we are trying to do to protect
your livelihoods and the members that you
represent and that we represent. And to
see to it that our employers can get work
in those facilities and for those
corporations. So again if you have the
opportunity, please do it. And get on
board so we can make this happen.

Thank you.

(Appplause.)

We are now going to call for the
organizing video. Can we have that.

(The Organizing video was
played.)

GENERAL PRESIDENT SULLIVAN: At this
time the Chair will recognize Joe Sellers,
Chairman of the Youth-to-Youth Organizing Committee, Business Manager of Local Union 19.

(Applause.)

COMMITTEE CHAIRPERSON SELLERS: Thank you, Mr. Chairman.

General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive Council, delegates, family and friends. Good morning.

My name is Joe Sellers, Jr. I am President and Business Manager of Local 19, and this Committee's Chairman.

Your Committee worked diligently reviewing the many programs, data, increased and decreased market share throughout many sectors of our industry. We were inspired by the same Committees' report just five years ago, and those presentations that were given by the youth-to-youth organizers. Youth-to-Youth program and organizing works when the Local Union, top to bottom, makes it work.
We want to leave you with the "I will" attitude that Mayor Daley spoke of on Monday. These are serious times and the labor movement is under constant attack by this administration and their reckless abandonment of the American worker. Youth-to-youth organizing and these type of programs are not easy. They take a significant amount of work and dedication by a serious group of Sheet Metal Workers.

Those who elected us did so to forge the path to make those tough decisions to plan for their future. They may not always be popular, but change is necessary. The time for change is now.

We cannot afford to not organize. We cannot think it is another person's, another local's problem, and we cannot let someone else do it for us. The future of our members and our industry demand us to be aggressive, and those who came before us, who built our foundation and gave us what we have today, deserve our aggression. This is our responsibility.
Currently Local 19 and many other locals like us, are now below -- now have two, below two active members working for every retired member. In fact, earlier this week, we heard 40,000 retirees in our Association.

In fact, that is a great problem to have. However, it is increasingly more difficult to provide the services our members deserve without increasing our membership. We cannot afford -- we cannot afford not to organize.

It was my honor to work with and chair this Committee. I want to thank all those following members for their dedication on this very important subject. The Committee's Secretary Mike Patrick from Local 20.

Mike Chivington, Local 7;
John Fleck, Local 9;
Eric Martinson, Local 66;
Tony Scavone, Local 73;
Mike Stumpf, Local 80;
Bill Phares, Local 100;
Rob Macintyre, Local 235.

At this time, I would now like to introduce Youth-to-Youth organizers for their remarks and to share some of their experiences with you and with us.

At this time, youth-to-youth organizer from Local 9, Jeremiah Wardrip.

(APplause.)

YOUTH-TO-YOUTH ORGANIZER WARDRIP: I am Jeremiah. I am entering my fourth year in a Colorado Local 9 apprenticeship program. Mike Glass, pioneering the program to regain the market share that went from 60 to 20 percent in 20 years.

As flagship class, we struggled and fought to achieve a standard for out coming classes to build on without seeing a lot of success, but it has been a learning process. And as Richard "Cowboy" Compton told us, it takes time and everything is a step.

We met with huge opposition when we first -- when we started this program.

About 51 percent of the membership voted
for it. Leaving 49 against. We left the class Richard "cowboy" Compton gave believing we could organize the world in a day.

We were wrong, but we are on our way. We are definitely moving in that direction. Mike Small and Chris Carlough came to Colorado and met with the E board on organizing to lay the groundwork for organizing.

Mike Small was invited to speak at our union meeting and gave a "Who Moved the Cheese" presentation.

After that, the Department of Education sent the Doug and Terry show out to see us. They did a three-day basic training class that was highly informative and brought a lot of us on board that didn't know what to expect.

After that we started a Denver Voluntary Organizing Committee. With all of this in place, we went to the members to freeze wages and put $0.65 into organizing for an additional organizer in the southern
area and nine youth-to-youth apprentices, and an additional $0.15 to the apprenticeship to fund daytime training.

Now there is nine of us across the state that are youth-to-youth organizers. There is a couple of us that put up to 150, 160 miles a day on our vehicles to get across the state, and one of us that is in the southern area of the state, he is 100 miles away from his organizer. He does it because -- and we all do it because we choose to. It is a voluntary program in our state.

I personally am on my third company. The first two were informational campaigns in an attempt to find out wages, benefits, and treatment, in order to determine the likelihood of success in the future and future campaigns with those companies.

I am on my third campaign now, which is -- which we sent them a letter last Friday, actually. I am hoping this afternoon to find out the outcome of that.
We sent them a letter informing them and asking for recognition.

Five of my classmates are currently awaiting a National Labor Relations Board election, and it looks positive. We think we have got that one under wraps, but everything is a step.
Thank you.

(Standing ovation.)

COMMITTEE CHAIRPERSON SELLERS: Thank you, Brother Wardrip.

As he indicated, he is a volunteer youth-to-youth organizer with the "I will" attitude, and he does.

At this time I would like to call up youth-to-youth organizer, and now journeyperson from Local 20, Greg Horein.

SMWIA STEEL WORKER HOREIN: Good morning. My name is Greg Horein, and I am from Local 20. I have been asked to come today and say a few words about my experience and my local's organizing program.

I began my career in the sheet
metal industry in 1994 working for a
on-union contractor. About the same time
I started working for this contractor,
Local 20 had started an organizing campaign
to organize the employees.

At that time I knew absolutely
nothing of the union. The union had sent
one of the members to the company, and he
was hired by the company without knowing
that he was union.

Soon after, he was hired, he
informed the company that he was a member
of the union. After the owner of the
company punched a hole in the wall and then
he calmed down a little bit, then he began
to give us a little bit of education about
the union.

We all knew -- we figured he
knew what he was talking about because he
was a former member. He began to tell us
that he had a beef with the union and why
he never stayed with the union after he had
purchased the company. He said the union
was trying to push him around because of
what he had done.

Shorty after this, this person from the union was gone. The union would send people to the company and hand out literature. The boss would tell us not to look at the union guys or do not take anything from them. Everybody pretty much obeyed what he said.

A few years later, the company, again unknowingly, hired a union member. This particular person worked for about a month, was given a company truck, then he told the boss he was union. The union again sent out people to handle us.

A short time later, this person was gone. Again, the boss began to complain about the union taking him to court. He would tell us how the union did not have a case and that it would get thrown out. He talked about the labor board, which is something I knew nothing of. You can tell he was very upset about what was going on. The union kept handling us and telling us about the difference in
wages and benefits.

Then a few of my fellow coworkers began talk about the union, and I became interested in what they had to say. So after almost five years of working non-union, I decided to go to the union hall and see what they had to offer.

When I arrived I talked with the secretary and told her who I was and where I was working. When I told her where I was working, a couple of guys that were in the office said they knew of that company and had a few friends that had received some checks. They took me next door into the office and showed me a few copies of checks from my company, totaling about $11,000. They told me they were apprentices and that in their third year they would come to work for the union to organize.

After applying -- or coming to apply and I find out that I would have to do the youth-to-youth program, I almost backed out. I remembered all of the negative things that my boss had said about
the union and the confrontation that had
taken place between the union and the
company where I was working. And because
of the fact that I was really quiet and a
shy person, I did not want to become
involved. But I wanted a better future and
I was interested in more training, so I
decided to go ahead and join.

After filling out my
application, I was accepted as a
pre-apprentice in May of '99 and started my
apprenticeship in July of '99. As I worked
for my union contractor, my youth-to-youth
time kept growing near, but I was still
hesitant.

Finally, the time arrived and I
decided I would have to go and get it over
with. By the time we finished our one week
organization of the youth program, I had a
better understanding of what had happened
in the non-union shop where I was employed
and all of those negative things that my
non-union employer had told us were not
really negative after all.
My time as a youth-to-youth organizer, I was able to salt into a small company, win the election. We won that election.

Shortly after the election, negotiations began and the person that supported me with our union, we went out on strike. We were able to get him a job with the union contractor that I had worked for.

Then I became involved in an organizing drive at another company while -- that had started while I was salted in. This was a 20-man shop, and this was also a joint effort with the plumbers. A petition for an election was filed. Employees were discharged. Unfair labor practices were filed.

We began picketing the company's employees at their shop and at job sites. We began to place the discharged employees with union contractors. One of these employees was a former co-worker of mine at the first non-union shop that I worked at.

Even though these campaigns
continued, it was the end of youth-to-youth for me. Things that I have learned from these non-union shops that I have dealt with is they are more concerned about themselves than their workers, and as soon as you mention the word "union" you are not qualified and not worth the money you are making.

I would encourage everyone to have an active organizing program within your local and to reach out to the non-union worker. The shop I work for now has about nine members that were formerly non-union, several of them running jobs.

Organizing the unrepresented tradesmen allows us the opportunity for a better, stronger union tomorrow and well into the future. As I stand here today as a new journeyman member of this organization, I can look back at my time on the youth-to-youth program and the fact that I am glad that the union was there to peak my interest enough for me to step forward and become a member.
I am also proud that I played a part in helping 11 members become union members and prevented two contractors from continuing to grow from our activities. As a matter of fact, that shop only stands -- or that 20-man shops stands only eight men, with the campaign continuing.

I know I have come full circle, being organized in and organizing as well.

Thank you.

(Standing ovation.)

COMMITTEE CHAIRPERSON SELLERS: Thank you, Brother Horein. As he indicated, he started his career not being represented by this organization, and he does have the "I will" attitude.

At this time I would like to call up youth-to-youth organizer and journeyperson from Local 33, Shane Vermillion.

SMWIA STEEL WORKER VERMILLION: Good afternoon. I would like to start off by saying thanks to General President Sullivan, General Secretary Kelly, and the
Executive Council and all of the delegates for giving me a chance to speak. This is a huge honor.

I would also like to give thanks to my business manager, Reggie Hohenberger, who assures me if I screw this up in any way, it will be a long walk back to Cleveland.

In 2003 I was youth-to-youth for Local 33 and the Cleveland District. Two of the things I would like to talk about are two corporate campaigns that I was involved in. The first one being a company called Imperial Heating and Cooling. Imperial was a 25- to 30-man shop. They were probably our largest non-union competitor in Cleveland at the time. Imperial had some problems in the past. We had a couple of basic organizing campaigns that we tried with them, some failed elections and a lot of bitter employees, so we tried to go with a strategic campaign against them.

The first thing we did was a
series of information retrievals. Some of 
the things we found on these information 
retrievals was general contractors that 
were exclusively contracting Imperial. My 
job was to filter and put together a lot of 
this information.

I would put together files on 
these general contractors, past jobs, the 
list of officers, phone numbers, and 
various other information. We would then 
go and put pressure on these general 
contractors, as well as Imperial, making 
the general contractors the secondary 
target.

One contractor, in particular, 
was a company called Neshca Construction. 
They were repeatedly not heeding our 
warnings on Imperial. They would contract 
them anyway, pretty much just not caring 
what our problems were with this company, 
so we decided to put pressure specifically 
on this contractor.

We identified a job of theirs, 
an Applebee's Restaurant, and put a pretty
incriminating handle on them. We started off by handling the restaurant on Friday night at their dinner rush. We kept escalating this until Valentine's Day on a Friday night with doing seven restaurants.

What this had accomplished was two things: One, Applebee's gave us an agreement that they would use union, or at least as best they could on a lot of their future projects. The other things that this accomplished is it made Neshca Construction shy away from ever using Imperial again.

One of the second things that we found in these information retrievals was there was a bidding site that Imperial was using to get their private bid, invitations, and stuff like that, and for months I had tried to get into this site so I could see their list. If you were a member of this site, it would give you a list, it would give you a calendar of when these were bidding. You could put notes.

So on one of these retrievals, I
had found a piece of paper that a salesman
had thrown away, and on this piece of paper
was codes to this site. I typed in these
codes, and it gave me everything they had
in there, all their lists, the calendars
that they had scheduled, and various other
information.

This gave our target fund a
98 percent accuracy. We were totally
focusing all of our target money on
Imperial at this point. Now, this started
to put a little bit of a financial strain
on Imperial. We were getting phone calls
from the owner, pretty much telling us
everything under the sun to get us to stop,
"I am going out of business, I am moving
out of the state, I am quitting," whatever.

But we found one more piece of
information on him. We started to notice
that he was not paying taxes to any other
city except for the city that Imperial was
located in, so if their employees were
doing a job in Cleveland, the taxes were
still going to Solon.
I started to backtrack all the jobs that they did with Imperial or that Imperial had done from the general contractor list that Imperial had done before. I put together a file.

One of our business agents, Tim Miller, set up a meeting with the Regional Income Tax Authority and the Central Collection Agencies. He took the files I had made, turned those in, and both of those agencies decided to go and do a full investigation on Imperial. They ended up having to pay back taxes up to $30,000.

At this point, Imperial said they had had enough and surrendered. When we signed Imperial, they brought in 15 of their own guys and they signed every one of those 15 up as new members. They also put on 20 members of our own, picking up four a week, here and there.

Without the union constantly attacking them, they were able to get more aggressive in the market. They are now one of our most aggressive contractors.
The other corporate campaign I would like to talk about is a contractor out of Akron that I don't want to say their name at the moment because they are in negotiations with us, so I don't want to jinx it. And I was asked not to say anything.

This company was mainly a residential contractor. They had about 100 men. They were starting to go into other areas of HVAC like light commercial and service.

The first thing we did was started attacking their prevailing wage. I would take the prevailing wage, calculate the numbers for what everybody owed. The state jobs we had were pretty simple. All of the information is usually given, too.

The other three jobs we had were federal jobs. They were all HUD. If anybody has ever dealt with HUD, they don't give you names. They don't give you addresses. They won't give you Social
Security numbers. All they will give you is a wage.

So I contacted HUD, and the lady I had been speaking with at HUD kept telling me the same thing over and over, I can't give you this, I can't give you that. One day she slipped up and gave me the name of the person she was getting her certified payrolls from, and so I said, "Thank you." I hung up the phone and called them directly. They were more than willing to give me the information, so I started to put together the information on the HUD jobs, too.

Our organizer in Akron took all of this and went to an unusual source. He decided to go to the FBI and present all of this information. We had made 5-inch books on every employee that was on these federal jobs. We listed everything they were owed. There was some problems with the apprenticeship schooling that this company had, and we turned that into the FBI.

The FBI was shocked on how much
information we gave. They said usually the
tips they get is more verbal, nothing like
the extent we put on this, so they decided
to go into "Company A" and do a full
investigation. They went through all of
their files, their computers, and whatnot.

Through the state and federal
programs that we were looking at for this
company, I talked to a lot of their
employees and started to get a feeling for
some of them, started to get to know a
little bit better of them. Some of them
were showing me their paycheck stubs.

They were working one job for
eight hours and starting to go to another
job for eight hours because this company
had owned multiple companies, so they were
putting it under different names to get
around the overtime.

We calculated this information,
turned that in, too, and we noticed they
were also taking their apprentices and
shifting them around from one job as a
journeyman and later that day as a
first-year apprentice, back and forth.

Sometimes people were listed as apprentices without the program even being in existence yet.

One of the other things we decided to do was attack the schoolwork. They were starting to get a leg up on the commercial work with schoolwork. Just as a joke one day, I decided to run a background check on one of their employees with the Social Security numbers that I had gotten off their city jobs.

The guy popped up with a six-page rap sheet, so we decided to put another 5-inch binder together on all of their employees. We would take these to the school board. You could imagine what the looks on the parents' faces were, the teachers, when we would read this rap sheet of all of these guys.

Some of them would have basic drunk driving. There was at least seven employees with either drug trafficking or drug possession, one bomb making, one
kidnapping, one child endangerment, and my personal favorite, there was an employee who had drunk driving in a school zone while on the sidewalk during school hours. As you can imagine, they started to get thrown off of a few of these school jobs. And as a result this company is currently in negotiations with us. The thing I think I was able to be of use on these things is, I was able to focus my time on one specific issue.

As business agents and organizers, sometimes you don't have the time or the availability to focus on the research. As an example, putting together the background checks on all of these employees. It took me about 40 weeks sitting at a computer, going to the courthouses, picking up court cases, going back and forth to these prevailing wage coordinators. As a youth-to-youth, I can do that. Sometimes as an agent, you can't always focus on one thing. One phone call and you may be out the door.
So like the man in the story, I received an award for making my way through all of these obstacles. It might not have been the untold riches like -- why did I even say that? Okay. I lost my place.

(Applause.)

So I think this program has helped our union tremendously. We have signed two new contractors -- or one and one on the way, since I have been in, and numerous others in the other districts.

I think that the youth-to-youth can be a big tool for any of the organizations. So, again, I would like to thank all of you for letting me speak in front of you and maybe the most important thing that I would like to leave you with is, you may see me on the turnpike walking home, if you do, just stop and give me a ride.

(Standing ovation.)

COMMITTEE CHAIRPERSON SELLERS: Thank you, Brother Vermillion. As you can hear, he is a very creative organizer using many
tools to get the job done.

On behalf of your Youth-to-Youth/Organizing Committee, I would now like Mike Patrick, Local 20 Business Representative and Committee Secretary to present the committee report.

COMMITTEE SECRETARY PATRICK:

Thank you, Committee Chairman Sellers.

General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, brother and sister delegates and guests, the Youth-to-Youth/Organizing Committee began meeting last Thursday with subsequent meetings Friday and throughout the weekend.

Chairman Sellers requested a brief overview of each committee member's local unions' youth-to-youth and organizing program. As each committee member discussed his local's youth-to-youth and organizing programs, many issues were brought forward for discussion.

It was evident that organizing efforts have greatly increased across the
United States and Canada since our last
Convention. However, it was also evident
that more work has to be done.

As we finish our International
Convention on Friday, we must combine our
dforces to organize the unorganized. We
must expand existing youth-to-youth and
organizing programs and start new ones
where none exist.

We must, beginning today, step
outside the box and diversify our programs
to meet the ever-changing day-to-day
challenges that stand in the way of our
traditional organizing efforts. We must
better utilize the tools given us by our
International Association. We must
organize within our federal, state, and
local politics. We must organize within
our high schools and trade schools, but,
most importantly, we must organize within
ourselves. With that said, I am honored to
offer the following report.

This committee recommends that a
Youth-to-Youth/Organizing Council be
developed. This Council shall meet annually and the present quarterly subsidized organizer meetings shall be modified to reflect the addition of this new meeting.

The subsidized organizers shall be required to attend the Council meeting, the business managers, business representatives, non-subsidized organizers, and apprentice coordinators are strongly encouraged to attend.

The purpose of this Council shall be to promote the growth of the existing youth-to-youth programs as well as encouraging the implementation of new programs. A subcommittee shall be appointed by the General President to assist in the growth of the youth-to-youth program.

This committee shall develop international standards for the youth-to-youth program, which will include but not be limited to, wages, benefits, length of service, and education.
The International Association shall also develop a database to be used by local unions to track successes in the youth-to-youth/organizing program. This database should track market share, man-hours, General Fund increases, and membership growth. The International Association shall strive to develop a youth-to-youth on-line reporting system to be given to the local unions to assist them in tracking weekly time reports, salting logs, mileage reports, as well as other relevant information.

In this age of organized effort, it is essential that those engaged in our trade must, likewise, organize in order to establish and maintain desirable working conditions and, thus, provide themselves and their families that measure of comfort, happiness, and security to which every good citizen is entitled in return for his labor from a deep sense of pride in our trade, to give a fair day's work for a fair day's pay.
The previous paragraph is in the preamble of our Constitution and Ritual. It is every member's duty to organize. With that, we must continue to educate our members at the local level to expand current programs such as volunteer organizing committees. As recommended earlier, expansion of youth-to-youth organizing programs, as well as utilizing the various programs offered by the Department of Education, which will increase union density.

In closing, without the total support of a local union, our organizing goals cannot be achieved. As part of this report, the committee also recommends that all local unions require the cooperation of local JATCs as well as training coordinators and instructors in all aspects of organizing, including the youth-to-youth program to help ensure the success of all local union organizing programs.

At this point, Brother Chairman, I would like to turn the mike back over to
Committee Chairman Sellers. Thank you.

(Applause.)

COMMITTEE CHAIRPERSON SELLERS: Thank you, Brother. Organizing is just not in the HVAC but in all aspects of our industry, whether it is production, signs, architectural, residential, et cetera.

It was just five years ago that the delegates from Local 19 came from this Convention and implemented our youth-to-youth program.

Five years later today, I stand before you proud. As I said yesterday, we have 101 youth-to-youth organizers on the street this year. Next year we will have 80 youth-to-youth organizers on the street.

Mr. Chairman, I motion to adopt these recommendations.

COMMITTEE SECRETARY PATRICK: I second the motion for adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Any discussion, question?

All in favor, kindly signify by
saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted. Thank you very much, and let's give the committee a big round of applause for their hard work, and especially these young men who are the spirit of our organization.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:

Next year when you have to make that for your apprenticeship program, you are way ahead of the game. The letters were fabricated by Local 71.

GENERAL PRESIDENT SULLIVAN: I want to make a few comments about youth-to-youth. I am not known for giving great speeches, and as you all know from yesterday, I can really mess it up pretty good. And I am not so much into the rah-rah, go-get-them stuff because sometimes I find that to be a little misleading about what happens within an organization.
I tell you what I am, what I do believe in, hard work, and I believe that knowing how to get the job done is important. In 1990 I had the honor of being a general vice president of this International and chairman of the Youth-to-Youth Committee. That is 14 years ago. 14 years ago, I was the chairman of that committee, and I had -- I was fortunate enough to have had a youth-to-youth program that had been in effect for two years. We had started it two years prior. Prior to that, there were some youth-to-youth programs, but they were spotty and had kind of fallen by the wayside. And there really was not any way of putting a program together. No one knew quite all of the things that needed to be done. As a business manager of a local union at a time when a local union wanted nothing to do with organizing, nothing to do with organizing at all, when other local
unions wanted nothing to do with organizing, 16 years ago, when organizing was almost a bad word and would cause you a lot of grieve, in my local union, I know some of those gentlemen that I introduced, my brothers yesterday, we decided that we were going to have a youth-to-youth program.

Subsequently, we went out and we did it. We did not do it halfway. We heard all of the negative things about, "Well, it won't work here, it won't work there. They are going to be running against us. They are going to take our jobs. The membership will throw us out of office." We decided to take it on because we know one thing, doing the right thing always pays.

(Applause.)

Why did we do this? We saw an opportunity to take 80 apprentices, on average, every single year and make them full-time organizers in our local union. And the cost, the cost was a lot more
reasonable, it was a lot more reasonable
than putting on full-time journeymen sheet
metal organizers.

We could take the money that we
had and turn it and do a lot more with it
because when we hired -- and, of course, we
had to work through all of these problems.

First of all, we had to
negotiate a five-year apprenticeship
program, and I would encourage all of you
to do that, if for no other reason but
because of the technology that is being
changed in our industry.

Second of all, we had to find
out a way legally to take them out of that
program. We thought they could stay in the
program, but the BAT would not allow them
to do that. We took them out of the
program and really only had a
four-and-a-half-year apprenticeship program
with six months starting the third year of
that program being full-time working for
the union.

How did we decide to save money?
We called the National Pension Fund, called Ed Carlough at the time and said, "Look what is the effect on benefits to these individuals if contributions don't have to be made and you give them credit?" They did that because it was -- the effects were minimal.

We did that with our local pension funds. Then we went to the health and welfare funds and said, "What can we do if we don't have to make contributions? Can we continue to carry them? What effect will that have on the funds?" We were told none, so we did not have to make contributions.

It came down to that the only thing we had to do was pay wages, workers' comp, unemployment comp -- workers' comp, unemployment comp, of course, taxes. Everyone has to pay taxes, and those were the things and their wages.

Then we decided that, okay, to encourage salting, we will pay them $2 over their rate per hour. We went and did that,
but before we could put all of that in place, we had to do something that was very difficult. We had to go to our membership and ask them to pony up with the money because we all know talk is cheap. It takes money to buy whiskey. That is what my grandmother used to say. It takes money to get the job done.

We went to them and we were told that we were going to be slaughtered. I remember the night we went into the meeting, into the meeting and we were going to ask for $0.25 an hour check off for youth-to-youth.

My business representatives, some of them that were present here today, had heard out in the parking lots all of the negativity, all of the negativity, and they came back and said, "Don't go for the $0.25, go for something else less."

Now, I don't normally do that. When I make up my mind, I generally plow ahead because I know that that is how you get things done. If you start waffling on
the issues, then all of a sudden, there is
confusion, and it is hard to accomplish
your goal.

But we went to that membership
and I said, "Okay," and I listened to them,
and I got up and I asked for $0.15. It
took $0.15 an hour to put on every single
apprentice in our local full-time for six
months working and paid by the local union,
and we took that to the membership.

I have to tell you, it was a
tough vote. It was a tough night. There
were a lot of people that turned out, and I
heard all of the reasons why we didn't want
to do it.

First of all, they were
apprentices. Hell, they don't have any
voice vote. They shouldn't be involved in
anything. They are supposed to be
indentured servants and work for me, a
journeyman. I don't want those kids going
out there, and I heard it from the
employers. I heard it from the we don't
want them going out there. We don't want
to lose them.

But the motion passed. Three years later, we will go back and ask for more money, because I knew 15 cents wasn't enough.

Three years later, we had some apprentices who had gone through that program. Guess what? When I asked for another 15 cents to make it 30 cents, those apprentices were on the floor.

I didn't have to -- it was like going to church and sitting in the back pew. They became the preachers of the union. They stood up and said, "This is my union, too," and we need to organize," and by golly, when a guy got up and said, "Now, we don't need to put any more money into this. We don't need to do any more for that," they were the ones that stood there and said, "This is my union, too, and you may be ready to retire, but I have a long time to go. And we are going to organize and we are going to make our union stronger."
And it passed that evening overwhelmingly. It was unbelievable. And I always did those things by secret ballot because I didn't want the guy with the big mouth who was opposed to everything and his brother sitting next to him that might be for it. In a hand vote, when he'd vote, voting with his buddy because he didn't want his buddy -- he didn't want to let him down.

So we have a secret ballot vote, and that always told the truth, although they accused me of running it like the President did in Florida, but that is not -- that's supposed to be funny, but okay.

(Laughter.)

There I go again. Give it up.

But in 1990 we had apprentices come to that convention. And I want to tell you, one of those apprentices now owns a business and is running a union sheet metal business and he does service work along with that.
One of those youth-to-youth apprentices that went through our program is a shop foreman for a major contractor. Our contractors found that when they came back to work for them, that they were better employees, that they really appreciated working for the union contractor. And we found that they were better members wanting to be involved in the union.

Years later, and I don't see Scott Parks in the room, Scott Parks, and I wish he was here, because I would like to recognize him. He is the only full-time union official that has gone through the youth-to-youth program that is now, was elected for a second term this past year, this past summer, as a business representative. So all of those kids that have gone through that program since 1988, to four years ago, only one who ran for a vacant slot is now a full time elected officer.

So that -- that obviously pushed
that out of the way. No one can use that excuse anymore, because I know better. So what I am saying to you, is I'm not happy with the situation of our Youth-to-Youth program in this International. I am not satisfied with it. Yes, we made some progress, but we will not be satisfied until we have every Local Union having a full-time program for every single apprentice in this International. That gives us over 2000 organizers on the street to protect our futures. That is our goal. And that is the challenge that I give to each and every one of you.

Thank you.

(Applause.)

Tom Moran asked a question on another issue. That's what we are going to be pushing, so be prepared. We will be working at it all the time. He asked a question on the floor. Secretary-Treasurer Kelly reminded me of at least one of the reasons for the Constitutional Amendment, that change I should remind of you. That
constitution, if you all understand the spiral industry in our organization, spiral pipe and fitting, you know, you heard the name United McGill. Now, United McGill has been able to pick out who had a building trades agreement in the localities, started, I believe in Local 24, Building Trades agreement to fabricate his material.

And as time went on, he began to build a little bit over here, a little bit over there, and he began to spiral and whipsaw our locals into a downward position. He is very successful. He is the most successful contractor, national contractor that we have that has more than one shop.

And finally he gradually took out the standard form and union agreement, subcontracting clauses, fringe benefit clauses, apprenticeship clauses, education clauses. I mean, he just literally, gradually took away everything that we stand for.

And he was successful. We have
spent the last six years as Secretary-Treasurer and as president working on trying to get the situation at United McGill corrected. We intend to do that and we needed this language to do that. We have to monitor better what is happening within our local unions. We can't allow agreements to be negotiated that don't meet certain basic standards. We are not trying to hurt anybody. We are not trying to dictate at anybody. But be rest assured of one thing, it is our goal and it is our intention that all of our agreements meet certain standards. And we can't do that without your assistance. I wanted to make that clarification. That is our position that is what we are trying to do. I hope and I know that we will clean up those situations like United McGill where we have manufacturers who are, who are destroying our standards, and really employs people at substandard wages and benefits.

(Applause.)
That's one of the faults that you don't get when you talk like I do, I just kind of, and everybody sits there and listens, and you never know whether you're happy or not happy with what I'm saying because the applause generally doesn't come across. So I have to figure you are not very happy, but at the same time I understand that that is a problem with me and my style.

As Richard Compton told me one time, you can't change his style. He was my business agent for some time and he and I used to have some heated debates. And one time he told me, he says, "Well, Mike I did what you asked, didn't I?"

I said yes.

He said, "It got it done, didn't I?"

And I said yes.

And he said, "Well, just because I didn't do it quite like you thought it ought to be done, that's my style. I can't change my style."
And I said, "You're right, Richard," and we never had that debate again. And that's my problem sometimes, my style.

I am going to talk about two other issues that very important to us that were brought under SMACNA's report here, the issue of CURT, Construction Users Round Table. I want you to know the part that we played and have played in that. President Sullivan of the Building Trades mentioned just a little bit, we need to be proud of what we're doing and the efforts that we are making.

The Construction Users Round Table is an arm of the old business round table construction portion, which was totally out for one purpose, and that purpose was to have a union free society in the construction industry. And they attempted to do that by even making deals with each other to keep out union contractors, and they would employ nonunion contractors in their facilities, even if it
cost more. And many times they would hire them, and when the job was completed and they lost money, they would even give them more money.

So it wasn't quite fair competition. It was an effort to destroy the building trades within the United States. So CURT came to us, these union owners who want to use union labor or have used union labor on a lot of their projects, and they came to the Building Trades. General President Sullivan appointed me to be a member of that committee.

When we got to the committee and we started meeting with these people and having some relationships and trying to see if we could come up with some common ground, but there was one group missing from the table. We had the AGC, who's no friend of ours. We had the United Association, and the MCA, which we think we understand where we relate with them. And we had the IBEW. Guess who wasn't at the
table? SMACNA.

Now, if SMACNA is not at the table, how can they develop these relationships with these owners so that they can be able to go in and bid work and not have to bid it under someone else's flag?

Well, I saw this, and I began to put pressure on President Sullivan, and the cochair of the Committee that we have formed which CURT, who at that time was Ken Hedman, and we have met with him, and I kept pushing and pushing and pushing. And fortunately last year, just six months ago. SMACNA has become a member of CURT, and this International played an important role in that. And we are very proud of that, because now we are at the table. We are at the table as an industry. And that's important. It is always important.

One of the things that, another thing that he talked about, also, was his CSI. And I was going to talk a little bit about that in my remarks on Monday.
afternoon, but because my remarks were so
laborious, we decided to cut that portion
out so that it wouldn't take another 15
minutes to get into it.

But I think that since it was
reported on by SMACNA, I think I ought to
let you know what is happening there and
what our vision is and what we see as our
vision when it comes to CSI.

Construction Services Institute
are the people that write the
specifications. Now, when we first became
president, we asked Tony Picarazzi to be
our liaison with AIA, the American
Institute of Architects.

We had dinner with, or a
luncheon with him, myself, Tony, Bill
Butler, and we put Tony as our liaison, and
we became a member, associate member of AIA
thinking, thinking at that time, that they
were the people that we needed to get to
when it came to the specifications on
projects.

Well, as time went on, we found
out that wasn't true and, again, that was
our ignorance -- my ignorance. I had no
clue.

Well, CSI came out with the new
specification early last year. And that
specification had an HVAC classification.
Now, what this HVAC classification did, it
took the plumbing out of that scope of
work, and it provided us a specific section
in the specifications that now was ours.
We have been trying to get something like
this done through separation of bid for 30
years. But here is our chance. Here is
our chance, we see. They came out with
this. Lo and behold, who came out in
opposition to it? Mechanical Contractors
Association and the United Association, and
of course, why wouldn't they -- I mean, I
don't blame them for that. Why wouldn't
they come out against this separate
specification. They see dollars lost.
They see dollars lost in their pockets if
they are not the ones in charge of the HVAC
section of specification. All of a sudden
the specifications would have put us in a position of not being a subcontractor any longer.

So, they got it changed back. There is a period that they go through and there is debate and people sent in suggestions, and it is an open process. And they got it changed back, so they reissued the new specifications. When they did that, we got on our horse, along with SMACNA, and we began to try to figure out how could be get that changed. So we said, Well, let's go to CSI and let's find out who the leaders are.

And so we invited their president, who will be the president this spring -- or next spring, I'm sorry -- who will be the president, to come to one off our SMACNA, SMWIA executive meetings. When we got them there, he was a very nice fellow. He doesn't play golf very good, but he was a very nice fellow, and we met with him. And we said, "Listen, is there anything that we can do, and here is what
our industry is about."

And after we talked to him, we found out his father was a union sheet metal contractor in Vermont, or had been. He is retired now, and the business is no longer there. And we found out that, you know, he had been raised in a sheet metal household.

So we had him there, we had dinner, played golf with him. I got to play golf with him because we played pretty much the same. And that way we wouldn't get anyone -- get on each other's nerves. Good golfers like to go out and play good. Bad golfers like to go out, they don't care how they play. They are just having a good time. We played a little golf, and he went back and reopened those specs and put them back out. He was able to talk to his people and put them back out. Now they are open for debate again.

So what are we doing. We are bringing down to the ITI, NEMI, SMOHIT meeting in the process and show him what we
do in the industry. And he sees what we do, and he likes it. And he is impressed.

We also brought John Sroka down, who is head of SMACNA, and he was rather impressed, as Secretary-Treasurer Kelly said yesterday, sometimes we are the best kept secret. We are trying to get rid of that old idea that we are the best kept secret. We are going to be the best known quantity out there in construction industry. That is our goal.

(Applause.)

So with the help of NEMI -- that is why NEMI is such an important thing. With the help of NEMI, we made our contacts with CSI, Erik Emblem and his people, people that work with him and we said, look, while we are doing these specifications, let's see if we can get some things in it.

We went to them and asked him, can we get the floors that are going to be in these buildings that are going to be used as plenum for under floor air
distribution?

And they said yes. They did it.

Then we said, Well, let's see if we can get plenums, all plenums, especially the ones used for risers that are made out of wallboard and metal studs. Let's see if we can't get those plenums in the specifications. And we did.

And there were numerous other items that we kept taking back, just trying to get more. We took in, let's get in air and water balance into the HVAC specifications. We did.

Now, we are starting to see some things happening on a positive note. Well, still they have to pass this. This governing body of theirs has to support these changes and pass it. Finally, they told us it was getting too late to add any more things to those particular -- any more sheet metal items to those specifications, and they closed off the debate, and they took it back to their group and voted to support this new HVAC specification.
And they told us that if we wanted to make changes, we could make them in two years. In the next two years, and we would be able to then add some things to the specifications. But they wanted to give -- it was time to close it.

Those specifications are coming out this month, in August. And then as time goes on and more jobs come out, we will begin to see a change in the specifications. And what this means, is, now, that our contractors, can bid the whole HVAC specification. That is separate, it is separate, the mechanical portion. It is an HVAC specification and we have our own little place in the world in the construction industry now.

And SMACNA, following up with that, is putting on a program, an educational program, with their contractors on how to bid this specification. I think, and I know we all should think, that this is probably one of the major -- one of the most major advancements for the sheet metal
industry that we have had in many, many a year from the construction side or the user's side of the industry. And that --

(Applause.)

So in the future I see fewer jurisdiction disputes, better assignments for sheet metal workers, more profit for sheet metal contractors, which lead to better wages and conditions for sheet metal workers. And that's what we have been spending a lot of our effort on with SMACNA in conjunction with the other things that we are doing, and I just wanted to make you aware of that.

At this time -- and, again, thank you for your patience. At this time, I think what I will do is, I will show the ITI video and we will come back to some other things.

Can we show the ITI video.

(The ITI video was played.)

I talked about the master format and before we move in the next piece of
business, right after this, we are going to
move into the discussion on the four man
rule. I would like for them to put on the
screen the master format, that is a part of
division 23. If they could, please, could
you run that.

As you can see, what this master
format is the specifications writing
standard for most nonresidential building
design and construction projects in
North America. The revision of the master
format is the most significant in the
projects' 40-year history and reflects the
growing value and complexity of information
generated from nonresidential construction
projects.

What they have basically done is
they have separated the dry side from the
wet side. So now we have the dry side, the
air side.

And somebody asked me one time,
or I asked one time, you know, I never
could figure it out, why is the fitter
always -- contractors are always concerned
about them and seem to treat them better and want to -- are so afraid of changing that relationship. And, you know, I have asked that all my life, and a couple of years ago, one of SMACNA's contractors, Jack Desmond, looked at me and he said, "Mike, water damage -- water causes a lot more damage when it leaks than air does." And it made its point.

So now we have a dry side and a wet side. So could you scroll through that.

That's fast. We are fast readers, but we are not that fast. We are quick but -- you can see the equipment that is in, left in the dry side; solar energy, heat exchangers, central cooling towers, HVAC equipment.

Okay. Whoops, still more.

More equipment. I like that equipment stuff, because that means we are putting it up.

Okay. Thank you. At this time, the chair will recognize Bruce Word,
Chairman of the Constitution Committee.

COMMITTEE CHAIRPERSON WORD: Thank you, Mr. Chairman.

At this time the Constitution Committee would like to continue its report, and I will call upon Craig Sandberg.

COMMITTEE SECRETARY SANDBERG: Thanks, Bruce.

Resolutions 20-C and 21-C are on pages 48 and 49 of the yellow booklet and in support of a four man rule.

Okay. The Committee believes the resolutions are too broad. The General President already has the authority in Article 28 to permit more than two men when necessary to increase market share and has exercised his authority in special agreements, like for kitchen agreements in the past.

The Committee recommends nonconcurrence with Resolutions 20-C and 21-C. I move adoption of the Committee's report.
COMMITTEE CHAIRPERSON WORD: I second that motion to adopt the Committee's report.

GENERAL PRESIDENT SULLIVAN: The Committee's report is to -- nonconcurrence. Thank you. Nonconcurrence with the resolutions concerning the four man rule. On the question. Any speakers?

That's good. All in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

(Appause.)

COMMITTEE SECRETARY SANDBERG: The rest of amendments that will be addressed this morning are basic clean-up amendments in the Constitution. So bear with me.

The first one in the blue book will be Amendment No. 27, Article Seven (7), Section 15. This amendment merely adds "council" to the end of Section 15. Amend the last sentence of this section on
page 37, by adding to the end of the
sentence the words "or council," so that
the sentence will read as follows:

All resolutions passed by local
union or council must bear the signature of
the president and recording secretary and
the seal of local union or council.

The Committee recommends
concurrence with the proposed amendment. I
move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the Committee's report.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's report. Is there any
speaking?

Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG: Next
would be amendment No. 60, Article
Twenty-one (21), Section 11. Amend this
section on page 101 by deleting the last
sentence of the second paragraph, which reads:

"Rubber stamps for said purpose may be secured through the General Secretary-Treasurer."

The rationale behind this, the International does not have these rubber stamps for apprentices and helpers, and no one has ever asked for them. The committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Anyone speaking?

All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

The Chair will now recognize Joe Wall.
next amendment would be amendment No. 76. This amendment adds overnight mail as a third alternative in the following constitutional provisions:

Article Two (2), Section 14(c) -- (e), excuse me.

Article Seventeen (17), Section 3.

Article Eighteen (18), Section 1(c).

Article 18, Section 2(b), (d), (e) and (g).

Article 18, Section 3(a).

Article 19, Section 2(b).

Article 19, Section 3(a).

Article 19, Section 4.

Article 19, Section 7.

Using Article 18, Section 2(d) as a template on page 88, amend the third line by deleting the word "or" between "registered" and "certified" and adding after the word "certified," the words "or overnight" so that the second sentence will
read as follows:

   The presiding officer shall notify the accused and those who preferred the charges by registered mail, certified or overnight mail, of the time and place of trial and such trial shall be promptly held but shall not be held less than fifteen (15) days after the mailing of such notice.

   The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

   COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

   SEVENTH GENERAL VICE PRESIDENT WALL:
   You heard the committee's representation on the question. Seeing nobody at the mikes, all signify by saying aye.

   (Chorus of ayes.)

   Countermand?

   Carried.

   COMMITTEE SECRETARY SANDBERG: The next amendment would be Amendment 77, Parliamentary Rule No. 5. This amendment merely updates the current publication of
Robert's Rules to be used as a reference by local union presidents in conjunction with the other 31 parliamentary rules in our Constitution.

Amend the third and fourth lines of Rule 5 on page 127, by deleting "9th Edition, formally published by Scott, Foresman & Company," and substituting 10th Edition, and amend the fourth line by adding after "published by" the name DaCapo Press, and by adding the word "Group" after the word "Books" so that the Rule will read as follows:

All questions of parliamentary nature not provided in these Rules shall be decided by the most current edition of Robert's Rules of Order, Newly Revised, 10th Edition, currently published by DaCapo Press, Perseus Books.

The Committee recommends concurrence with the proposed amendment and moves adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.
SEVENTH GENERAL VICE PRESIDENT WALL:

You heard the Committee's report. On the question. I don't see anybody at the mikes. All in favor, signify by saying aye.

(Chorus of ayes.)

Countermand?

Carried.

COMMITTEE SECRETARY SANDBERG: The next amendment change would be Amendment No. 78. This removes "tax" from the Constitution under per capita tax. That portion of the dues forwarded to the International Association is referred to as the per capita tax. A Canadian member has recommended not calling it a tax since everyone is always complaining about paying too much taxes. The General Executive Council agrees. This amendment would delete the word "tax" from per capital tax through our Constitution and start substituting the word "dues."

The Committee recommends concurrence with the proposed amendment.
I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SEVENTH GENERAL VICE PRESIDENT WALL: You heard the Committee's report. On the question. I don't see anybody at the mikes. All in favor, signify by saying aye.

(Chorus of ayes.)

Countermand?

Carried.

We do things a little different in Canada.

COMMITTEE SECRETARY SANDBERG: I thought I was going to be walking with the Youth-to-Youth kids.

All right. Constitutional Amendment No. 79, the General Executive Council recommends amending our constitution by deleting the word "carbon" in front of the word "copy" throughout the documents since we are now using laser receipts.
The committee recommends concurrence with the proposed amendment change. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SEVENTH GENERAL VICE PRESIDENT WALL: You heard the Committee report. On the question.

Seeing nobody at the mike, all in favor, signify by saying aye.

(Chorus of ayes.)

Countermand.

Carried.

COMMITTEE CHAIRPERSON SANDBERG: Next is Amendment No. 80. The General Executive Council recommends amending our Constitution by changing "he" to "he or she" and changing "his" to "his or her."

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.
SEVENTH GENERAL VICE PRESIDENT WALL:

You heard the Committee's report. On the question.

Not seeing anybody at the mike, all in favor, signify by saying aye.

(Chorus of ayes.)

Countermand.

Carried.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 81. The General Executive Council recommends amending our Constitution to correct any grammar, spelling, punctuation and typographical errors without changing the substantive meaning of any section, such as.

Article Two (2), Section 10: In the sixth line on page 16, change "with" after "Council" to "within."

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SEVENTH GENERAL VICE PRESIDENT WALL:
You heard the Committee's report. On the question.

Seeing nobody at the mikes, all in favor, signify by saying aye.

(Chorus of ayes.)

Countermand.

Carried.

COMMITTEE SECRETARY SANDBERG: That concludes our partial report of the Committee.

GENERAL PRESIDENT SULLIVAN: What we are going to do is, first of all, I am going to -- thank you. Brother Wall, thank you.

We are going to -- first of all, Scott Parks is in the room, and he is one of 1,189 young people that have gone through our Youth-to-Youth program in Local 20. So, Scott, would you please stand.

(Applause.)

What we will do is, we will adjourn, or Tom will have some announcements. We are going to adjourn for 15 minutes.
Now, hold on before you get up.

We are going to get the box lunches, come back in. But after that, we are going to have a major -- we are going to have the emeritus question brought up.

And I want to make sure you are all back in here for that because I know you have some questions about it and some concerns.

Tom.

GENERAL SECRETARY-TREASURER KELLY:

Before you leave, just a few short announcements. The Futures Committee, they want to meet over by the plane at the break here.

The box lunches are out in the Grand Ballroom. They are not right outside the door. So pick your boxes up and the rest of the stuff can wait until later.

If your banners are up here, when we’re done tomorrow, we will take those down first if you want to take them back home with you.

That concludes the
announcements, so go out and get your lunch.

(The Convention recessed for 15 minutes.)
Thursday, August 26, 2004

AFTERNOON SESSION

The Convention reconvened,

President Sullivan presiding.

GENERAL PRESIDENT SULLIVAN: Would the delegates please take their seats. Okay. Are all of the delegates -- it seems like I have lost some vice presidents.

The Chair will now call the meeting back to order, and I will call on Bruce Word, Chairman of the Constitution Committee for the next constitutional change.

COMMITTEE CHAIRPERSON WORD: Good afternoon, Mr. Chairman. At this time we would like to continue our report. I will call on the Secretary Craig Sandberg.

COMMITTEE SECRETARY SANDBERG: This amendment deals with General Executive President Emeritus. It is under Constitutional Amendment 23 in your blue book, Article 3, Section 9.

This amendment has been modified by the committee and a copy of the
language, as modified, was passed out to you on Monday.

We would amend Article 3 by adding a new section which will read as follows:

The General Executive Council may appoint one or more retired past General Presidents as General President Emeritus. This appointment may be made at any time and need not occur immediately at the end of that General President's term in office. The General Executive Council shall determine how long the term of a General President Emeritus shall last. If applicable, the General President Emeritus shall receive an allowance of up to $60,000 annually. The General President may assign duties and responsibilities to a General President Emeritus and defray his reasonable expenses.

The rationale, this amendment permits the General Executive Council to honor retired past General Presidents and
to set an allowance. The General President may assign duties to a General President Emeritus.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the adoption of the committee's report.

GENERAL PRESIDENT SULLIVAN: Before we move into the question, I have a couple of comments that I want to make so that you fully understand what this is about.

And before we get into the debate, I will leave the rostrum and turn the Chair over to First General Vice President Richard Loyd because I do not want you to feel there is any intimidation or anything else going on here.

First of all, this is about pension benefits that you cannot collect by law that have been earned by presidents of the International, and that is all it is about. It is also about -- and it is also about a little recognition.
I am very aware of the finances and what is going on in the local unions, and I have to say that I sympathize with that and I understand that, and this is not about lining the pockets of a president or anybody else.

I have thought about this quite extensively, and there has been a lot of debate with the Constitution Committee and a lot of discussion trying to make sure that we were not doing anything that would allow someone to think that someone was going to be paid for working for the International on retirement.

And I don't know -- and we tried to work the language out to make it as -- that is why there is a maximum on there, because we figured out what the pension benefits might be if I was to retire before the next convention.

Let me say this, it is not my intent to do that. It is not my intent at all, but you don't know what is going to happen in the next five years. A lot
changes. Five years ago, I did not have any gray hair, and that is fact. Look at the pictures, and it has changed. And so you never know what health is going to cause.

So I have told the committee that I would -- you know, although it guts the whole reason of the pension benefit issue from the constitutional change, I left an amendment that said -- and I would solicit an amendment from the floor to strike the fourth sentence of the committee's proposed amendment in its entirety, which would be all of the money portion, which means -- it is not about the pension issue, if that is what -- or about the money issue, if that is what you think, and it is not. And that is the reason a maximum was put on it.

There is some things that you would hope that might happen and change in our industry, and I try to do a little of that with General President Moore, Retired President Moore, and that is service to the
union after you are gone, after you retire because I do think there are some things that you can do.

I am not concerned about being paid for that. My pension will more than adequately cover that, but I do, if the President and the Executive Council want my services or any president's services, I think they should have the right to make that choice and use that individual and his knowledge and his experience.

And I will give you an opportunity to debate it fully. Like I said, the money issue in the amendment is nothing other than to make sure that the president gets the pension benefits that the law will not allow him to collect, the full amount of his pension that is obligated.

At this time, I don't think I can say any more. Rich, what do you think? I will turn the Chair over to First General Vice President Richard Loyd for the debate, and I will leave the room.
TEMPORARY CHAIRPERSON LOYD: You have heard the recommendation of the committee, the motion has been made and seconded. You also heard the comment by the General President.

DO we have any more discussion on it? Someone at Microphone 6.

DELEGATE JAMES JACKSON (Local 30):
James Jackson, Local 30.
General Executive Council,
General Secretary-Treasurer, General President Sullivan, I like Mike. Mike is a good person, so good I did not have a problem serving on a per capita tax committee, Blame It on Me Committee.

I like Mike so much that I would have yesterday, given the opportunity, cast whatever ballots were necessary to ensure that he stayed as our General President. I like the idea of a General President Emeritus, where we have available the wisdom of past presidents that have led this great union, but I tell you, I have a real problem with $60,000.
We voted the other day to increase per capita tax based on the finances of this union were in jeopardy, this union was in jeopardy. I believed in the wisdom of the members when I spoke on it, so much that I have already had a mail-out done to my membership, believing that this per capita tax increase was going to take place, and I am going to bring it to them.

But I could not, in all good conscience, tell my members I spoke in favor of a per capita tax increase and then further to that, I spoke in favor of another $60,000 plus expenses for a General President Emeritus. I just could not do that in good conscience.

Understanding the compensation is for other reasons that was just explained, there has to be another way where we can put this together to address that matter without constitutionalizing $60,000 plus expenses for a General President.
Thank you for your time, Brother Chairman.

(Appause.)

TEMPORARY CHAIRPERSON LOYD: Okay.

Microphone 2, would you recognize yourself.

DELEGATE JOSEPH SELLERS, JR., (Local 19): Thank you, Mr. Chairman. Joe Sellers, President and Business Manager of Local 19, Philadelphia.

I stand and I rise this afternoon with all due respect to current and future retired officers of this International Association and any local union within this association.

I also rise, as I firmly believe that all I have and my family has comes from this International Association and Local Union No. 19.

I, the business manager, was faced with a similar decision when a governor representative approached me about appointing one of our retired officers to a position within his administration.

Our retired officer retired and
is enjoying himself and did not retire to 
take or seek another position. And I spoke 
to that governor representative, and I 
strongly encouraged that person to change 
that recommendation because I believe, when 
our retirees enjoy the retirement that they 
deserve and that they earned, that an 
active person should take that position. 
And I have not, through all of 
my years, whether I was an apprentice or in 
my current position, been able to lean on 
any retired -- any leader within the labor 
movement and have not been able to lean on 
that experience that that person has had to 
guide me or to help me make a decision 
through the course of my career. 
That concludes my comments. 
Thank you.

TEMPORARY CHAIRPERSON LOYD:

Microphone 1, recognize yourself.

DELEGATE LOU MEDINA (Local 105): Good afternoon, Mr. Chairman, General Secretary 
Kelly, General Executive Council, 
delegates.
My name is Lou Medina, newly elected business representative from 105, Los Angeles, representing the San Bernardino County area.

I also agree with the first brother that Michael Sullivan is a great labor leader. To be given the title of President Emeritus is an honor for anyone, and as far as I am concerned, all ex-General Presidents should be considered emeritus. But I do -- I do too have a problem with the money.

We are a labor organization. A lot of what we do in regards to organizing is volunteer work. Our members rely on us to negotiate decent wages and benefits for them. Many of them will never make the kind of money that we do.

As a newly elected rep, I will not see the COLA money, and that is fine. I don't expect it. I make a decent living. My father made a decent living. He is a retired union sheet metal worker.

I don't have a problem with the
title of General President Emeritus. I think anyone in a capacity of emeritus would voluntarily use his time to educate those that are preceding -- or succeeding what they have accomplished. There is a lot of history in that, and it should be utilized.

But perhaps another formula, another way we can come up with. But I cannot up here in good conscience agree with the financial benefit package that is being presented with these delegates today. Thank you.

(Appause.)

TEMPORARY CHAIRPERSON LOYD: Thank you Brother. Microphone 4, would you recognize yourself.

DELEGATE JIM PAQUETTE (Local 280): I am Jim Paquette, Business Manager of Local 280 for British Columbia.

I rise to speak or oppose to this. We have some great labor leaders in Canada, many from British Columbia. They give me their counsel quite often at no
I, too, cannot support a per capita increase and go back to my membership and raise their dues and then turn around and support this. It is not right.

The COLA in Canada, we have been paying that ourselves as business representatives. Fine, I am not going to collect that, and I accept that and I voted to support those changes.

This, granting the designation, I have no problem, but it just seems to me way too much compensation for the membership of this International to absorb.

(Applause.)

TEMPORARY CHAIRPERSON LOYD: Thank you, Brother. Mike 3, would you recognize yourself.

DELEGATE RICHARD OSLAND (Local 66):

Thank you, Mr. Chairman. Richard Osland, Local 66, Washington State.

When I read this resolution, this amendment, I became very
uncomfortable. It brought back a lot of bad memories for me. I have no doubt that the General Executive Council made this proposal with the best of interest in mind. I have a tremendous amount of respect for our General President and all of our officers, and I know that they are there for a good reason. I think we all know that. Those guys aren't up there at the dais because they are the worst of us. They are up there because they are the best of us.

But to support this after we have asked the members to pony up and increase the per capita 45 percent, we have asked the members to increase the contribution to the Local Union Council's pension, what that will do to our credibility with those members is terrible. How can we justify it? How can we ask them to fund an honorary position like that? If we go back there and tell our local members that we have created this honorary position for our General President
but all of the other retirees of this
association are going to have to dig deeper
into their pockets to pay their dues and if
they can't find any more money and their
membership lapses, they are no longer going
to have a death benefit.

What is that going to do to our
credibility? We need to use the finances
of this association to create and preserve
work opportunities for our members. That
is the only way that this union is going to
survive.

This was a bad idea,
unfortunately, but we can use it as a good
thing. We can show our members that we
know the priorities of this association.
We have to keep the best interests of the
working members, and our credibility with
them is our priority all of the time.

If we take any action that
enriches one of our people at the expense
of the others, then we are embracing the
same principles that we have been trying to
fight for 114 years.
We need to remember all of the sheet metal workers who did not wake up in a luxury hotel this morning. All of the guys who went out, went to work, to earn the dollars that are paying for this room, paid for our lunch, paid for the wonderful dinners we have had and this whole Convention.

If those guys lose our faith in us, then this union will disappear. It is our obligation to keep those members in mind every minute. Thank you, Gentlemen.

TEMPORARY CHAIRPERSON LOYD: The Chair recognizes the member at Mike 2.

DELEGATE GINO COLOMBO: Yes, Mr. Chairman. Gino Colombo, Business Manager, Local 38, also a member of the Constitution Committee.

First, I would like to let the delegation know that we put this issue on the table for six days. We discussed it every day and laid it on the table and
worked on it. It was not just an issue
that came up and went right through. It
took a lot of hard work. We added, we
changed it, we modified it, and at the
present time I would like to rise and amend
the motion.

I would like to amend the motion
to remove the paragraph, "If applicable the
General President Emeritus shall receive an
allowance up to $60,000 annually." I would
like to modify it.

TEMPORARY CHAIRPERSON LOYD: A motion
has been made to remove the --

DELEGATE GINO COLOMBO (Local 38):
Just amend that paragraph, that sentence.

TEMPORARY CHAIRPERSON LOYD: A motion
has been made to amend it.

DELEGATE GINO COLOMBO (Local 38):
Amend the amendment.

TEMPORARY CHAIRPERSON LOYD: Okay. A
second has been made? Is there a second?

UNIDENTIFIED DELEGATE: Second.

DELEGATE GINO COLOMBO (Local 38):
Second has been made.
TEMPORARY CHAIRPERSON LOYD: A second has been made. Okay. We will call -- make a motion to call for the question.

Okay. The amendment has been offered. We will open the debate on the amendment that has been offered.

Microphone 5, would you identify yourself.

DELEGATE ERIK EMBLEM (Local 49): Yes. Erik Emblem. I am a delegate from Sheet Metal Workers' Local 49, Albuquerque, New Mexico.

Just a couple of things on the amendment. I rise against the amendment, and I just want to make a point of clarification on the original motion.

The original motion, if you look at it, was not to just blanketly give a General President Emeritus a sum of money. It was at the discretion of the General Executive Council to designate the position and to set a compensation up to $60,000.

We meet every five years. When you leave here today or leave here
tomorrow, your General Executive Council is your fiduciary for the next five years. And you have 11 people sitting up there and the General Secretary-Treasurer who are your fiduciaries.

I think this is more than just putting your faith in your General Secretary-Treasurer and your General President. It is 11 other minds, bright minds, that we have supported unanimously and elected to their positions as our fiduciaries.

So I stand against the amendment and in favor of the motion, and I trust that the General Executive Council will use this due diligence to apply it appropriately. Thank you.

TEMPORARY CHAIRPERSON LOYD: Okay. Let's see, microphone 4, would you identify yourself.

DELEGATE JOE DEMARK, JR. (Local 25): Yes, Joe Demark, Jr., Local 25.

Mr. Chairman, General Secretary-Treasurer, and the Executive
Council, I commend you for the work and the hours that you put into this. I think the previous speaker just clarified where I am going with this.

I think emeritus is a good status. I think it is well deserved. He serves us well, General President, but the money bothers me.

I came out here representing my members from Local 25 and when we asked for a per capita tax, and we have our pension problems in the past, that hurts. And when we have to go back to our membership and explain that there is money with this status, that is hard to swallow.

As far as expenses to get the General President for his advice or whatever he needs, I think that is called for, but I think we have to look at this hard on the price up to $60,000 left in the General Executive's hands. I would just only hope that it would be expenses only.

Thank you.

TEMPORARY CHAIRPERSON LOYD: Okay.
DELEGATE TROY WAGNER (Local 24): Troy Wagner, Local 24, Cincinnati.

I am in favor of the amendment and opposed to the original amendment to the Constitution.

We just raised the retirees rate $1, other raised per capita and, as you say, the retirees, they are in trouble, whether it is health insurance if you are under age 65 or if it is the wraparound costs continuing to rise.

I think I respect Mike and I think he is a great leader and deserves all of the credit in the world, but I think he believes in what he says and I believe that money could be used for another subsidized organizer.

I feel that is the way it should go. The money should be used for that, that is what we are about, that is the way we need to go, and if there is that money out there, it needs to go to organizing.

Thank you.
(Applause.).

TEMPORARY CHAIRPERSON LOYD: The Chair recognizes Microphone 6.

DELEGATE KATHY GEORGE (Local 483): My name is Kathy George. I am with Local 483 from Morrison, Tennessee.

I am here representing as a delegate 1,300 employees who are going to start losing their jobs next month. Our plant is closing. It is my understanding at least 30 percent of our business is going to Mexico.

I want everyone in the room to realize that as long as Bush is in office, nothing is secure, and we have got to put things in perspective. We have to go back to our membership and tell them that the per capita is going to be added and everybody is losing their jobs, and I just wanted to say that.

TEMPORARY CHAIRPERSON LOYD: Thank you. The Chair recognizes speaker No. 2, Microphone 2.

DELEGATE BRUCE WORD (Local 104):
Bruce Word, Business Manager of Local 104, also the Chairman of the Constitution Committee.

I just stand up here today and I am speaking in general. I won't speak for the committee. However, I was in the room and heard the debate.

I think when we see this -- like I say, I will speak for myself. When I saw the proposed amendment, I think we had the same reaction that everyone here is expressing and the same concerns that I have heard throughout the week.

But coming from a local where we have had this issue ourselves with our -- you know, it is one of those, I guess you are a victim of your own success where you have pension plans to where the federal government has enacted laws that won't allow you to receive the entitlement that you paid in and should receive.

And that is what I think has happened here today -- or it before us today because when that was explained to
me, there is other options that we had
taken in our local and not through the
union. But they don't seem to be -- they
won't be applicable with this particular
situation.

I don't think -- I will just
bring this to all of you to ponder on for a
moment. I don't care whether you make
$200,000, $100,000 or $50,000. All of our
pensions are based on what we pay in or it
is based on, just as our unions and
councils, our wage.

Therefore, we feel that when we
retire, we are entitled to that amount
based on what we contractually had in
place. Unfortunately, it has been several
years that -- I believe the mid '90s. I
know it was in place around '96, '97.
These laws prohibit you, unfortunately, if
you hit the certain ceiling, and I believe
that number is somewhere around $190,000.
Don't quote me on that, somewhere in that
neighborhood these days.

Now, that may sound like a lot
of money these days, but that is what the
job encompassed when he took it. Like I
said, it still was a heartburn, but I
feel -- that is why I said we tussled with
this decision for quite a while. We all
felt it was just, all of us, that is what
we fight for, to make sure our members and
the people we represent get what they were
entitled to, and that is what the job
entitles him to. Whether or not we like
that, that is a different debate.

So this was proposed to us as a
viable option. Legal counsel has advised
us that it is a viable option to address
that problem. That is why it got amended
and there was a cap put on it, and we felt
that was a responsible way to act to
address this issue.

Like I said, from my perspective
and I will only speak for myself, I believe
that is why we had the support because it
was a portion of the entitlement. None of
us sitting in the room when we got ready to
retire would like to see our pension
benefit reduced by about approximately 25 percent no matter how much you have coming. Thank you.

(Appplause.)

TEMPORARY CHAIRPERSON LOYD: Is there someone at Mike 6? We recognize Microphone 6.

DELEGATE LOUIE PETRICCA:

Mr. Chairman, Louie Petricca from Local 285. Mr. Chairman, on the amendment if we remove the amendment, I think we leave it open-ended. If the amendment takes place, we don't put a cap on the thing, it leaves it open-ended. So maybe the person that made the amendment should put over there "with no compensation."

(Appplause.)

TEMPORARY CHAIRPERSON LOYD: Okay.

The Chair recognizes the speaker at Microphone No. 4.

DELEGATE PAUL DANIELS (Local 280):

Good afternoon, Paul Daniels from Local 280, Vancouver, just here as an executive board member and delegate.
I have to speak against the original motion, sort of in favor of the amendment, I suppose, but I agree with what Louie just said.

You have just asked your business managers and agents, which most of you in here are, to take a reduction in your pensions. There has been a lot of members in different locals throughout the States and Canada that have had to do the same.

This is just not the appropriate time, with the per capita increase, to be trying to sell something like this to our members. I think we should keep this for a future Convention for future consideration, but at this time it is just not appropriate. Thank you.

TEMPORARY CHAIRPERSON LOYD: The Chair recognizes Microphone 2. Before I make my comments, Mr. Chairman, I would just like to thank Paul Collins for lowering my microphone. If it were any lower, I would be lying on the floor.
My name is John Harrington, Eighth General Vice President. I am the business manager of Local 28.

I got up originally to support the amendment, and I want to speak on that first and just give me a little latitude. You know, I got up I was going to support this. I want to speak to you not as the business manager from New York but as a sheet metal worker.

I am not ashamed to say to my membership that I should be well paid because I represent the highest paid sheet metal workers in the United States. I am not ashamed of that, and I am not ashamed to say that we have a General President -- we watched history here. We watched history, something that I did not think I would see in my lifetime, and not just a satellite hookup, but two Conventions coming to fight. That is history.

You know, there is an old saying, good leaders aren't born, they are made, so I don't think this is a question
whether Mike Sullivan deserves emeritus. I think he does. I think that should be. I think that everybody that would come ahead that does the job for this International should have the right to have the GEC determine whether or not he should be emeritus.

We talk about money. I am tired of it. I am going to tell you something, I listened to this debate on the per capita and I heard it all week. We had little side discussions.

We run down, we put $2.50 for gasoline, and we pay higher real estate taxes and medical costs, everything has gone up. But the one that gives us sustenance, that enables us to meets these challenges for our families, is our union, and there was a debate about it. There was bad feelings about it. The only thing that we have, the only thing I have, the only thing I have had for 35, 36 years was this union. Happily, that was put to bed.

And now I understand when I hear
the amendment, oh, my God, $60,000. You know, if you read the amendment, it said simply one thing, it was up to the GEC. You elected the whole GEC unanimously, white ticket, and now we are going to say maybe they will give him $60,000, maybe they are going to give him $30,000. I don't think that is even the issue. The issue was I going to rise to support the GEC’s recommendation, the Resolution Committee's recommendation, and the constitutional amendment.

I was going to rise to support Michael Sullivan in this situation because of what Bruce Word has said to you about what happened with the federal government and Bush being in power and reducing his pension. And, you know what, Bruce hit it on the head. It doesn't matter if you get $25,000 or whatever your pension is, nobody wants to see it reduced.

We have it in our power to adjust that. My feeling, we should adjust it. And I am coming from a local that I
will tell you that comes November 1st, if
George Bush is elected, I may be cutting my
own salary by 20 and the salaries of
everyone in my offices by 20 percent, and I
am willing to do that and I will do it
without hesitation and I will do it the
very day I have to do it, but one is apples
and oranges.

What bothers me with this whole
thing is that all of a sudden we become
bean counters in the most inappropriate
times. And I understand what it is, and I
have no problem going back. But I want it
off my chest because it happened before I
could get up and say it, I support the
amendment for those reasons.

But I would defer, I would defer
to the Constitution Committee, my good
friend Gino. I would defer to that,
because to my mind and knowing Mike
Sullivan as well as I do, it is the honor
of being president emeritus that is
probably dearest to his heart.

But I also have to comment that
I think when you have an election and you go out and you elect a General Executive Council and it states that they are going to be the sole -- they are going to be the stewards of the moneys of this International along with Tom Kelly and Mike Sullivan and we are talking about somewhere between up to $60,000, that is maybe -- it may not even happen. Mike Sullivan will be here for the five years, I hope, but at the same time we say, I don't know.

These are the same people you are giving stewards to the whole running of the International and all of the finances that are there. So it is off my chest to say what I have to say.

I supported the original amendment. I still do. I think it is the right thing. You reward your own. If this has to be determined as a reward, it will make him whole in light of what the government has done, but at the same time I would defer. I would prefer not to defer.

I believe in what Erik Emblem
said, but I would defer to what the amendment said. But I think it is short sighted and it turns us into bean counters, and I don't think that this is what this is all about. I think it is justified, and I think that is the way that I would have liked to seen it go but -- well, you have my comments.

TEMPORARY CHAIRPERSON LOYD: If someone will make a motion to close the debate, we will go ahead and vote the amendment up and down.

You have something else to add?

Someone at Microphone No. 5. Microphone 5.

COMMITTEE SECRETARY MARACCINI: Thank you, Mr. Chairman. Joe Maraccini, Financial Secretary-Treasurer of Local Union 104, San Francisco.

I have listened to the debate, and I respect some of the fellow brothers that got up to oppose, but I think Brother Word said it best. We don't want to confuse, you know, apples and oranges here. We are not talking about giving
somebody more money than they deserve. We
are trying to recognize the amount of money
they did earn.

When I was 18 years old, which
was over 25 years ago, I became a sheet
metal worker. I have an uncle who is a
retired sheet metal worker now, and he gave
me the best advice the first day I entered
the apprenticeship program, don't expect
anything more and don't accept anything
less.

If you want to talk about Mike's
salary or the next General President's
salary or the General Secretary-Treasurer's
salary, that is a different subject matter.

The way that I read the
amendment of what is trying to be put
before this body is to make sure that this
sheet metal worker, whoever that sheet
metal worker may be, gets nothing less than
what he earned.

Now, we can talk about the per
capita. We can talk about this and who
pays our salaries and all of that stuff,
and I agreed wholeheartedly with what John
said a few moments ago, Brother Harrington.
I don't have one doubt or one second of
doubt to tell a member, yes, I want to be
paid well for what I do because I work very
hard, and I don't have one second of doubt
to tell a person out on the street the
sheet metal workers that I represent
deserve every freaking cent that they get
to do the work that they provide for you.

I have a difficult time, as we
debate -- it would be one thing if we were
talking about giving him a $60,000 raise.
I would be opposed to that. What we are
trying to establish here is that a sheet
metal worker, whoever that sheet metal
worker is, never receives anything less
than what is owed to him.

That is what we stand for as
sheet metal workers. That is what we stand
for as union sheet metal worker
representatives, nothing more, nothing
less. Forget the other stuff, let's vote
on that.
TEMPORARY CHAIRPERSON LOYD: Did you make a motion that we close the debate?


DELEGATE KEVIN BLACKMAN (Local 38): I am Kevin Blackman, Local 38, New York.

And from all of what I see here, I have a lot of respect for all of you gentlemen up there, but at the same time I think it sends the wrong message back to the locals with everything that we are encountering at this time.

I don't want to get into it, with all due respect. I come here, I learn the three pensions, the expenses and everything that this union provides for you to do your job, which is great.

But at the same time, like a lot of people out here said, they are losing their jobs, they are losing their medical,
and to have the title is one thing. That is fine. I think Mike Sullivan has done a great job, as does everybody else, but I just think it is the wrong time to put a price on this and ask the membership to foot $60,000 for this.

I think it is the wrong time. It sends the wrong message, and if you don't know it, the perception when you go back to the hall is that -- to be honest with you guys up there, in a way, with Washington and the way that people talk about you in the halls, you want to make that perception better because of the things that they don't understand maybe. That's all I got to say.

(Applause.)

TEMPORARY CHAIRPERSON LOYD: Okay.

The Chair recognizes speaker at Microphone No. 2. I will get to 4 next.

DELEGATE REGGIE HOHENBERGER: Reggie Hohenberger, Local 33, Business Manager. I rise against the amendment.

Let me tell you, this committee
that I was part of, anybody that knows me, I have never met an argument that I have not liked or a debate that I have not liked, and I would remiss if I did not take the microphone. I could easily have sat there and said nothing and heard the clapping that is going on against this thing.

I was in that committee and voted for this, but with what my brothers have said before that were on this committee, we are talking about money that was earned. Money that was earned. This is what Brother Maraccini said about giving a guy another $60,000. Everybody wants their pension and everybody wants to get the money that they earned, and this isn't the General President's fault that he has 415 limits.

If that's the case, then I guess we have to change the way that the pension is structured for the staff on some folks. The way it is now, he earned that money.

The other thing that we debated
about on this committee was putting it in language that was going to be a supplemental benefit so that we could pay him the benefit that he earned. The attorneys through ERISA said, "No, you cannot do that, you cannot put that in there." So we took it out.

As Brother Harrington says, you have a GEC and a good GEC, who is the steward of that money. Nobody ran against them. Everybody had an opportunity to run against them, and nobody did.

This is earned income. The other thing I look at, and when I dealt with contractors when I was an agent and I was a manager, contractors would always debate foreman's wages and general foreman's wages. You did not have 16 men on the job for those three weeks, you only had 14 or, geez, you only had 16 men for one day, so I am only going to pay you general foreman's wages for one day. That is what our contractors do. They play chicken shit games with the foreman's wage
and general foreman's wages.

It is money that our foremen and
general foremen are out there doing the
work and earning the money, but they did
not fall within the ratio of that book so
the contractor does not pay them.

I simulate that to this. I
simulate it to Mike earned the money. We
are not giving him the money. He earned
it. That is the way the pension is set up.
That is not his fault. It is not anybody's
fault in here, but that is just the way it
is. I know it is unpopular, sounds
unpopular, but I would be remiss to stay on
the sidelines and say nothing. He earned
the money.

Two, when he does retire, I
don't know when that is, the next General
President is going to need his services.

ITI, SMOHI, NEMI, all of those committees
that Mike has campaigned for, I know he
will be back working on them, just as he is
going to work hard as he is not. The next
General President is going to need him to
lean on.

    Just like me, as a business

manager, when I took over, I leaned an Al
Chermak and I still do for things. And Al
comes in for free and helps out.

    Now, again, I am going to close

it up, he earned the money, so with that, I
rise against the amendment.

TEMPORARY CHAIRPERSON LOYD: The Chair
recognizes Microphone 4.

FIRST GENERAL VICE PRESIDENT LOYD:
The Chair recognizes microphone 2.

DELEGATE JOHN NORRIS (Local 73): I
make a motion we close debate.

    (Applause.)

FIRST GENERAL VICE PRESIDENT LOYD: A
motion has been made to close debate. Do
we have a second? On the amendment.

    Do we have a second?

FROM THE FLOOR: Second the motion.

FIRST GENERAL VICE PRESIDENT LOYD: We
are going to take a vote whether to close
debate.

    All in favor, say aye.
(Chorus of ayes.)

All opposed, nay.

(Chorus of nays.)

FIRST GENERAL VICE PRESIDENT LOYD:

The ayes have it.

Now we move -- we had a motion
to vote on the amendment and second after
discussion. Any more discussion?

I'm sorry. The vote is now on
the amendment. All in favor, say aye.

(Shouting from audience.)

FIRST GENERAL VICE PRESIDENT LOYD:

The amendment is to strike the fourth
sentence and which says, "If applicable,
the General President Emeritus shall
receive an allowance of up to $60,000
annually."

Okay. All in favor of striking
that in the amendment, say aye.

(Chorus of ayes.)

All opposed, nay.

(Chorus of nays.)

FROM THE FLOOR: Point of order.

FIRST GENERAL VICE PRESIDENT LOYD:
Okay. I think it was close enough that we need -- wait a minute. I think it was close enough that we should have a standing vote.

Everybody in favor, stand.

From the floor: There is a point of order.

First General Vice President Loyd: Okay. Microphone 1, you got a point of order?

Delegate Brad Rooker (Local 105): Mr. Chairman, I had a point of clarification. On the amendment, you have an amendment on the emeritus status when we don't have the emeritus status yet.

First General Vice President Loyd: No, we have an amendment to strike the fourth sentence to allow the $60,000 payment to the emeritus. That's what we are voting on now, to strike that sentence.

Delegate Brad Rooker (Local 105): And then we will vote on the emeritus status?

First General Vice President Loyd: And then we will vote on the original
motion. All in favor of the motion, stand
up. See if we can get a count.

Okay. That was the yea votes.

Would the nay votes please stand.

The yeas have it. The amendment passes, and the fourth sentence from the original recommendation is struck.

Now, we will vote on the rest of the amendment that was offered. All right.

We are fixing to vote on the original motion. I mean, the recommendation that was made, that was made and seconded. Do we have any discussion on the original amendment?

FROM THE FLOOR: Read the amendment.

FIRST GENERAL VICE PRESIDENT LOYD:

The Chair recognizes the Secretary of Constitution and --

COMMITTEE SECRETARY SANDBERG: The amendment, as amended now, would read:

The General Executive Council may appoint one or more retired past General Presidents as General President
Emeritus. This appointment may be made at any time and need not occur immediately at the end of that General President's term in office. The General Executive Council shall determine how long the term of a General President Emeritus shall last. The General President may assign duties and responsibilities to a General President Emeritus and defray his reasonable expenses.

FIRST GENERAL VICE PRESIDENT LOYD:
Okay. The proposal has been reread. Motion has been made and seconded. Do we have any more discussion on the proposal? Seeing none, all in favor, say aye. (Chorus of ayes.) All opposed, nay. (Chorus of nays.)

FIRST GENERAL VICE PRESIDENT LOYD: So ordered. The ayes have it.

COMMITTEE SECRETARY SANDBERG: The next amendment before you would be
Amendment No. 26, Article Seven (7). There would be a new Section 3(e). This amendment is related to the prior amendment, No. 23.

Amend by moving Section 3(e) on page 33 of the Constitution to Section 3(f), and adding a new Section 3(e) with the following language: The General President Emeritus by virtue of his position shall be an automatic delegate to each General or Special Convention with a voice and vote in all deliberations and discussion, but shall not be entitled to vote in the election of general officers.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

FIRST GENERAL VICE PRESIDENT LOYD: You have heard the Committee's report. The motion has been made and seconded.

Any questions? Any discussion? Seeing none, all in favor, say
aye.

(Chorus of ayes.)

All opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG:

Mr. Chairman, that concludes our report at this time.

FIRST GENERAL VICE PRESIDENT LOYD: At this time, the Chair would call Jackie Hill, Chairman of the Production Committee.

I'm sorry, Derek Evans is Chairman, I think.

COMMITTEE CHAIRPERSON EVANS: General President Sullivan, General Secretary-Treasurer Kelly, members of the Executive Council, delegates and guests, the following is the report of the Production Workers to the Delegates of the 41st General Convention of the Sheet Metal Workers' International assembled here in the Chicago Hilton in Chicago, Illinois.

Mr. Chairman, before our Secretary gives her report to the Convention, I would like to acknowledge the
Committee members and thank them for their dedicated service. The Production Committee is comprised of the following members:

- Myself, Local 540
- Jackie Hill, Local 464
- Ricky Englund, Local 10
- Ron Lapierre, Local 116
- Russell Liming, Local 183
- Greg Mooney, Local 280
- Freeman Potter, Local 555
- John Wright, Local 20

We'd like to thank Jacques Regnier, International Representative, for all of his help and assistance.

With that, Jackie.

COMMITTEE SECRETARY HILL: The Production Committee wishes to thank General President Sullivan, Director of Organization, Mike Small, and Director of Production Workers Mike LaFave who appeared before the Committee and discussed fostering Stewards training and education of our membership concerning plant closings.
and how to get our members involved in
internal organizing.

The Production Committee recommends the continuation of current
organizing programs and encourages all
production local unions to utilize
subsidized organizers and the organizing
classes at the George Meany Center.

Therefore, the Production Committee has submitted a resolution
regarding an additional subsidized
organizer for combined Building Trades and
Production Locals for consideration by the
delegates of this Convention.

Organizing is key to the survival of our International and we must
not only organize new members but also
develop and support programs that build
internal strength and solidarity from the
membership. We must also help combat many
of the problems that locals union face in
right to work states.

The Committee believes that we must develop programs that promote
education for local union officers and
stewards, and present those developments at
the George Meany Center, in our local
unions and at the seminars conducted by the
Education Department, at the Production
Workers Council meetings and at the
Business Agents Conferences. All
production members need to have access to
training programs that would give them the
skills necessary for today and in the
future.

Our Committee urges the AFL-CIO,
our International, and our Local Unions,
not to support any agreements that would
limit our ability to organize or limit the
scope of our jurisdiction.

We also feel that we must
address the growing problems of
subcontracting and outsourcing, which
creates jobs that pay substantially less
than previous jobs that were not only done
by production workers. Temporary workers
are also a growing threat to our production
member. Our Committee recommends that each
local union negotiate language in their collective bargaining agreements that address these problems and protect the scope of our work.

The Committee urges all local unions with production members to join the Production Workers Council and also the state, provincial and district councils in their respective areas. The knowledge you can gain from these meetings addresses our mutual concerns and resolves problems.

Our Committee recognizes the need for political awareness and encourages PAL participation by negotiating the check-off in all production agreements. Voter registration campaigns must also continue to be implemented to encourage the members to participate in the election process and have a voice in Washington.

Plant closings and relocations have become an evil that continues to plague the manufacturing sector of our International. We must have the ability to hold companies accountable for the
corporate incentives that they receive from federal, state and municipal government.

Several resolutions were discussed and either amended or endorsed by the Production Committee. Resolution No. 32, on Area Councils was discussed at great length. The committee strongly feels that the preservation of local union autonomy is preferable to mergers.

Therefore, the Committee unanimously voted to endorse Resolution 32 on Area Councils.

Our Committee recognizes the importance of the Sheet Metal Workers Journal in the promotion of the production sector of our industry. The articles that are published are well received and we hope that future articles will continue to focus on our production membership and activities whenever possible.

In conclusion, the Production Committee appreciates all the support it receives from our International, and, Mr. Chairman, I move for the adoption of
this report.

COMMITTEE CHAIRPERSON EVANS: I will second the adoption of the report.

FIRST GENERAL VICE PRESIDENT LOYD: You have heard the report. Motion has been made and seconded.

Any more discussion?

Seeing none, all in favor, say aye.

(Chorus of ayes.)

All opposed, nay.

Adopted.

The Chair would recognize the Chairman of the Resolution Committee Roy Ringwood.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you.

The Resolution Committee is prepared to continue with its report, starting with Resolution 28, and I call on the Resolution Committee Secretary Joe Kerwan, please.

COMMITTEE SECRETARY KERWAN:

Resolution No. 28, introduced by the
Resolution Committee, is a separate handout. It is not in the yellow book. The resolution encourages the International Association and the local unions to support legislative action to ban the import of American and Canadian flags. The resolve of this resolution reads as follows:

Therefore, be it resolved, that the SMWIA and its affiliated local unions appeal to governing bodies in their home states or provinces and insist that they generate legislation to ban the import of American and Canadian flags, and be it further resolved that all union members support such legislative initiatives.

The Committee recommends concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I would second that motion, Mr. Chairman.

FIRST GENERAL VICE PRESIDENT LOYD: You heard the resolution. The motion has been made and seconded.

Any discussion?
Seeing none, all in favor, say aye.

(Chorus of ayes.)

All opposed, nay.

Adopted.

COMMITTEE SECRETARY KERWAN:

Resolution No. 32. This resolution was submitted by the General Executive Council to the Resolutions Committee, and it is also a separate handout, not in the yellow book. The Resolution concerns the formation of area councils. The resolved of this resolution reads as follows:

Therefore, be it resolved that the General President be empowered to establish a pilot program to organize and charter area councils in lieu of mergers in territories where affiliated local unions are in need of assistance with finances, administration, representation and organizing provided that the General Executive Council approves each proposed Area Council and

Be it further resolved, that the
General President with the advice of the business managers involved, shall have the power to establish the structure, government, revenue and authority of the area council.

Be it further resolved, that the GEC Committee on Councils shall continue to meet between conventions to evaluate the operation of any area councils chartered pursuant to this pilot program with the goal of making a recommendation whether to amend our Constitution accordingly at the 2009 General Convention.

After considerable debate and review, including a discussion with General President Sullivan, this Committee recommends concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: And I would second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Any speakers?
DELEGATE DEREK EVANS (Local 540): I stand in support of this resolution. I come from a local in Ontario that is strictly production. And I find issues of merging people and losing their identity and losing their local structure, that this resolution would allow us and the General President to make these things go better and allow them to keep their identity, and I rise in support of the resolution.

Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you.

(Applause.)

DELEGATE DWAYNE STEPHENS (Local 9): As you and I have talked, Mike, I think this could be an advantage to us in the future in Colorado. In the western slope, the plumbers and pipefitters have approximately 250 members. It's about a four-hour drive in good weather to Denver to go to a union meeting or get to a union
I think this could give that local their autonomy and keep them happier and better represented if we could have another local in that area that was also affiliated with ours.

I stand in support of the resolution.

GENERAL PRESIDENT SULLIVAN: Thank you.

(Applause.)

Microphone No. 6.

DELEGATE FREEMAN POTTER (Local 555):

Yes, sir.

We wholeheartedly support this resolution and we definitely need this for our smaller production workers, and it will give us the identity that we need rather than merger.

Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you.

Any other speakers?

The Constitutional amendment is
to -- or the resolution is to allow for the establishment of a pilot program for area councils, in lieu of mergers to be put together by the General President and the General Executive Council.

Any further debate?

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

(Chorus of ayes.)

Opposed, nay.

(Chorus of nays.)

Adopted.

COMMITTEE SECRETARY: Resolution No. 40, submitted by the Resolutions Committee, also a separate handout.

The resolution called for the enactment of legislation to stop the outsourcing of American jobs. The resolved of this resolution reads as follows:

Therefore, be it resolved that all local union and councils insist that their federal and state legislators enact laws that stop the outsourcing of American jobs.
The Committee recommends concurrence of the resolution, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD:
Second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation on the resolution to stop outsourcing of American jobs.

Are there any speakers?

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):

Good afternoon, General President. Just a question for the Committee members. In Canada, we are also suffering, our jobs being outsourced as well. This resolution speaks only to American jobs as do others. Were the considerations of the dominion of Canada taken there?

GENERAL PRESIDENT SULLIVAN: Jim, why don't you make an amendment to the motion to add the word "North."

DELEGATE JIM PAQUETTE (Local 280): I would move that amendment.
GENERAL PRESIDENT SULLIVAN: Is there a second to the amendment?

(Chorus of seconds.)

GENERAL PRESIDENT SULLIVAN: Is there any debate on the amendment?

The amendment would change the language from America to North America, outsourcing of North American jobs, which would include the United States and Canada.

All in favor of the amendment -- oh, I have a speaker -- no, sorry.

All in favor of the amendment, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted the amendment.

The motion is now that to keep from outsourcing all North American jobs.

Microphone No. 3, speaking on the amended motion.

DELEGATE RICK SIMONE (Local 58): As the business manager of that local and having lost 1100 jobs that went to Malaysia and Singapore and to Mexico and France, I
stand in support of this resolution, and
add, we have to do everything in our power
to defeat this administration that allowed
this to happen. This election is about
jobs and we can never forget it, and we
cannot let our members forget it.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you.

I have just been informed that
North America can be construed to include
Mexico.

So before we continue any
further, an amendment to clarify the
amended motion to North America for the
purposes of this resolution to include the
United States and Canada only would be in
order.

(Chorus of so moveds.)

FROM THE FLOOR: Second.

FROM THE FLOOR: Support.

GENERAL PRESIDENT SULLIVAN: Is there
a second?
(Chorus of seconds.)

It has been regularly moved and seconded. On that question, microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280): I was just getting up to make that amendment.

GENERAL PRESIDENT SULLIVAN: Thank you.

Any further discussion on that?

Mr. Parliamentarian, am I on the right road?

Thank you.

All those in favor of the amendment to the amended motion, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

Now, the amendment would read North America, including the United States and Canada only. American.

Is there any more discussion on that resolution?

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

(Chorus of ayes.)

Opposed, nay.

The ayes have it.

COMMITTEE SECRETARY KERWAN:

Resolution No. 41, submitted by the
Production Committee, also a separate
handout not in the yellow book.

This resolution calls for the
SMWIA Journal to include a periodic section
addressing the needs of Production,
Railroad and other sectors of union.

The Resolution Committee has
added railroad and other sector members to
the original resolution submitted by the
Production Committee. The intent of the
Resolutions Committee is that production,
railroad and other sectors will place
articles in the Journal on a rotating basis
to provide more information to the entire
membership.

The resolved this resolution
reads as follows:

Therefore, be it resolved, that
there shall be a periodic section in the
Journal addressing the needs of the
Production, Railroad, and other sectors of
this Union.

The Committee recommends
concurrence with the resolution, and I move
adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I
second the motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's recommendation.

Are there any speakers?

Seeing none, all in favor of the
Committee's recommendation, signify by
saying aye.

Opposed, nay.

So ordered.

COMMITTEE SECRETARY KERWAN: That
concludes this partial report of the
Resolutions Committee.

Thank you.

(Appause.)

GENERAL PRESIDENT SULLIVAN: The Chair
will now recognize Bruce Word, Chairman of
the Constitution Committee.

COMMITTEE CHAIRPERSON WORD:
Mr. Chairman, once again, the Constitution Committee would like to continue its report.

COMMITTEE SECRETARY SANDBERG: We will continue with Amendment No. 61 in the blue book. Article Twenty-two (22), Section 6(e).

Section 6(b) states an applicant will be initiated upon payment of his or her first month's dues. Waiting for the General Secretary-Treasurer to accept, record, and acknowledge an application conflicts with Section 6(b) and would delay an applicant's initiation. This amendment deletes the conflicting sentence.

Amend the second paragraph of the Section on page 107 by deleting the first sentence which reads:

No applicant for initiation shall be recognized as a member of this Association until his application has been accepted, recorded and acknowledged by the
General Secretary-Treasurer.

The Committee recommends concurrence with this proposed amendment.

I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Any speakers?

Seeing none, all in favor,

signify by saying aye.

Opposed, nay.

 Adopted.

COMMITTEE SECRETARY SANDBERG: Next would be Amendment No. 69. Article Twenty-four (24), Section 1. This amendment clarifies that the organizing program, including funding, is primarily the local union's responsibility in that the International intends to assist the local unions' organizing efforts financially with approval from the General Executive Council on a case-by-case basis.

The Committee received comments
from the Production Committee, which 
resulted in adding an additional sentence 
at the end of the amendment. 

Amend the fourth line of this 
Section on page 113 by adding after the 
words "funded by the local union," and the 
words "may be further funded" and amend the 
fifth line by adding after the words "grant 
will pay," the words "up to" and amend the 
Section by adding a new sentence, so that 
the first four sentences of this Section 
will read as follows:

All local unions shall establish 
and maintain a legitimate organizing and 
educational program and/or continue any 
going or previously established 
organizing and educational programs, 
including apprentice organizing. These 
programs shall be funded by the local union 
and may be further funded by an approved 
grant from the International Association. 
The grant will pay up to one-half (1/2) of 
at least one (1) full-time local union 
organizer's annual salary.
The grant may be expanded by the General President for local unions with members in both Building Trades and Production to pay up to one-half of the annual salary of a second full-time organizer from the ranks of the production workers, dedicated to organizing production workers if warranted by the financial situation of the local union.

The Committee would recommend a concurrence with the proposed amendment, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second the motion to adopt the Committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. The Constitutional change would allow for an additional organizer in those locals that production workers that would allow for additional subsidy from the production worker ranks for production worker to organize in that particular local union.
Is there any debate?

Seeing none, all in favor of the Constitutional change, signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG: That concludes the partial report of the Constitution Committee.

GENERAL PRESIDENT SULLIVAN: Thank you. They will be right back. They are just taking a little break.

The Chair will now recognize Paul Collins, Chairman of the Union Label Committee.

COMMITTEE CHAIRPERSON COLLINS: It's bright up here.

Good afternoon. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates, brothers and sisters, and guests.
First and foremost, I want to thank you for the privilege of serving with such a distinguished group of union leaders. Our Secretary, Jeff Anderson, Local 3, Business Manager.

Dick Joslyn, Local 112, Business Representative

"Wally" Walter Chase, Local 10, business representative

Joe Sliger, Local 483, Business Manager

Mark VanDenHeuvel, Local 104, Business Representative.

I would like to also thank Mike Small and Mike LaFave for their contributions to the Committee.

Before I give my report, I want to leave you with just a little bit of food for thought.

In the news the other day, I saw that over several hundred thousands of people applied for jobs on the docks. Now, that sounds like good news, and it certainly is good news for the people that
are unemployed, but the reason for this
mass hiring, was to take in more imports
into our country, and not because we are
exporting more. It is because we are
importing more. If this trend continues,
there will be no need for union labels.

I should have got a better
notebook.

I believe we can change that. I
don't think we need our government to do
that.

I think we can do it because we
forgot that this is the government of the
people. And if just one weekend, one of
those weekends when they get you to go out
there and buy all their goods, if all
Americans, one of those sales, 4th of July,
Labor Day, sometime in the future, if all
Americans would not buy any foreign
products and all Canadians also would not
buy any of the cheap imports, we can make a
difference.

(Applause.)

Just think of it, I hope someday
it will change the world and keep these robber barons on Wall Street from continuously exporting our jobs.

Now, gentleman, please welcome Jeff Anderson, our Secretary.

(Applause.)

COMMITTEE SECRETARY ANDERSON: Thank you, Chairman Collins.

General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, fellow delegates and guests, the Union Label Committee convened Thursday, August 19th, 2004, and proposes the following report for adoption by the delegate body.

Today's Sheet Metal Workers Union Label seen a significant increase in the awareness by our entire membership. This awareness is a reflection of a vigorous Union, one that recognizes our Union label as an important symbol of our craftsmanship, our pride and our rich history.

We view our Union label much
like we view our flag, whether it be
American or Canadian, and it should receive
the same recognition and respect because:

It symbolizes that we are united
in Brotherhood and Sisterhood.

It symbolizes pride in
craftsmanship.

It symbolizes that the maker of
that product works in a safe workplace and
has received a living wage.

And, most of all, it is a symbol
of democracy which is being displayed here
today.

The Union Label Committee
recommends that we, as the Sheet Metal
Workers' International Association,
continue to recognize our Union label for
the symbol for which it stands.

We recommend that we continue to
promote our label. Since the beginning of
the Show-Me-the-Label Campaign in 1999, the
blue label usage has increased 21.5
percent.

Yellow label usage has increased
And the cost of each label has decreased from .00750 cents each to .500638 cents each.

During the George Bush Administration, we have suffered the loss of jobs, plant closings and products made overseas. These factors are beginning to affect the label usage and needs to be reversed.

We recommend that each local union educate their membership, their friends add families to the importance of our union label.

We look forward to the day when all products will bear Union labels, and it is the Committee's recommendation that we lead the labor movement in this direction as we have done in the past for so many programs. It was our Forefathers that knew the importance of our label. That is why it is here today. It is up to this delegation to pass this pride on to the next generation.
The Committee recommends that all local unions join in support of our union label. We recommend that our Journal have a designated place in each production to educate the membership as to the products and services of companies utilizing the union labels.

We recommend that our label be on all products produced by Union Sheet Metal Workers, including drawings, CAD/CAM products, and that they develop ways to accomplish this. We recommend designing some type of device to apply labels more efficiently and make that device more available for contractors to purchase.

We recommend having a blueprint published in the Journal showing Union label products and have a copy laminated and sent to each Local Union for display and others available for purchase.

I would like to thank Mike Small, Mike LaFave and Tammy Breen for their input and assistance to the Union Label Committee.
And I would like to thank Chairman Paul Collins, Local 137 in New York, who served as Chairman of that. His leadership and guidance was of utmost importance. We finally have the drawing up there that we were talking about putting in the Journal in laminating and sending to each one of them. With that, we conclude this report and move for adoption.

COMMITTEE CHAIRPERSON COLLINS: I second the adoption, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You heard the Committee's report. They moved for adoption of the report.

Is there any discussion on the report? Seeing none, I have to assume that they have done a very thorough job. It appears that way.

So -- all in favor of the Committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.
Adopted. And we will release
the Committee with our --

(Applause.)

The Chair will now recognize
John Harrington, General Vice President,
and he will take the Chair.

EIGHTH GENERAL VICE PRESIDENT
HARRINGTON: I call for the Resolution
Committee Chairman Roy Ringwood.

COMMITTEE CHAIRPERSON RINGWOOD: Thank
you, Mr. Chairman.

The Resolution Committee is
prepared to continue its report starting
with Resolution No. 29. And I call on
Secretary Joe Kerwan.

COMMITTEE SECRETARY KERWAN:
Resolution No. 29 introduced by the
Resolutions Committee. Again, it is a
separate handout. This resolution
encourages the International Association
and locals to support the AFL-CIO national
boycotts. The resolved of this resolution
reads as follows:

Therefore, be it resolved that
the SMWIA and its affiliated Local Unions
pledge to actively support all national
boycotts endorsed by the AFL-CIO Executive
Council, and

Be it further resolved that all
editors of SMWIA and affiliated local union
publications give all possible publicity to
these boycotts by regular publication of
the official "don't buy" list and through
other means.

The Committee recommends
concurrence with this resolution, and I
move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD:
Second the motion, Mr. Chairman.

EIGHTH GENERAL VICE PRESIDENT
HARRINGTON: You heard the Committee's
report. What is your pleasure?

Any discussion?

Seeing no one at the mike, all
those in favor, signify by saying aye.

(Chorus of ayes.)

All those opposed?

So ordered.
COMMITTEE SECRETARY KERWAN: Again in a separate handout, Resolution No. 30, introduced by the Resolutions Committee. This resolution encourages all SMWIA local affiliates to support the AFL-CIO union industry show. The resolved in the resolution reads as follows:

Therefore, be it resolved that when possible and practical, affiliates use the show to enhance meetings and seminars to further the promotion of union made products and services, and

Be it further resolved that all AFL-CIO affiliates are urged to support the show through exhibit of product or services, and be it

Further resolved that union exhibitors do everything possible to solicit show participation by companies with which they have contracts.

The Committee recommends concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD:
Second the motion, Mr. Chairman.

EIGHTH GENERAL VICE PRESIDENT

HARRINGTON: You heard the Committee's report. On the motion. Any discussion?

Seeing no one at the mike, all those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(Laughter.)

So ordered.

COMMITTEE SECRETARY KERWAN:

Resolution No. 36, submitted by the Production Committee, a separate handout. This resolution calls for the International Association to declare the day after Thanksgiving and the week following Buy Union Week and to encourage their members and their friends to buy union made gifts and seasonal items. The resolved of this resolution reads as follows:

Therefore, be it resolved that we declare the day after Thanksgiving and the week following Buy Union Week, and be it
Further resolved, that the Sheet Metal Workers' International Association and the AFL-CIO use all available means to publicize Buy Union Week each and every year and to organize our members, coworkers, relatives, neighbors, friends, and the buying public to give the gift of good jobs by buying union made gifts and seasonal items and using union services for the Christmas, Chanukah and Kwanzaa holidays.

The Committee recommends concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD:

Second the motion, Mr. Chairman.

EIGHTH GENERAL VICE PRESIDENT HARRINGTON: You heard the Committee's report. Any discussion?

Seeing no one at the mike, all those in favor, signify by saying aye.

(Chorus of ayes.)

All those absent minded?

It's a joke. It is a New York
joke. Sorry.

COMMITTEE SECRETARY KERWAN:

Resolution No. 37 submitted by the Production Committee. Again, it is a separate handout.

This Resolution calls for the International Association to continue to make all Americans aware of the need for federal legislation that will protect American industry and jobs. The Resolutions Committee added part of a resolution submitted by the Union Label Committee promoting SMWIA union labels, which is slated in the last resolved.

The resolve of this resolution reads as follows:

Therefore, be it resolved that the Sheet Metal Workers' International Association and the AFL-CIO continue to make union members and all Americans aware of the need for federal legislation that would help preserve American industries and American jobs, and be it further resolved, that all
affiliates are urged to alert their
members, their friends, their families and
friends and communities to the necessity of
buying union made goods and union services
so that we can keep the dream alive for the
working families of America, be it

Further resolved, that the Sheet
Metal Workers' International Association
and all Local Unions continue promoting
SMWIA union labels.

The Committee recommends
concurrency with this resolution, and I
move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD:
Second the motion, Mr. Chairman.

EIGHTH GENERAL VICE PRESIDENT
HARRINGTON: You heard the Committee's
report. What is your pleasure on the
motion?

Seeing no one at the mike --
(Chorus of nos.)

I see somebody. I apologize.

DELEGATE JIM PAQUETTE (Local 280): I
also notice here and there is a few other
ones, I made an amendment earlier to include the United States and Canada. I just want everyone here to know that in the province of British Columbia right now, our government is like our province is accept rated, Vancouver Local 276 and ourselves are separated by nine miles of water. An integral part of our province is the ferry system.

Our current government, the government is outsourcing $500 million in jobs and they are refusing to let the Canadian companies in the ship building industry to bid on those jobs and they are going to Germany. They are asking federal government for a duty exemption that will even make it more profitable for people to make our ferries when we can make them in Canada ourselves. So our jobs are being outsourced. These resolutions must include the United States and Canada. Because we are losing work, as well as the brothers and sisters of this International in the
United States.

(Applause.)

EIGHTH GENERAL VICE PRESIDENT

HARRINGTON: Thank you, brother.

Anyone else?

Mike No. 3.

DELEGATE DWAYNE STEPHENS (Local 9): I make a motion to amend the resolution to include Canada.

(Chorus of seconds.)

COMMITTEE CHAIRPERSON RINGWOOD: The way the first resolution reads, it would be all Americans and Canadians and American and Canadian industries. So if that is part of the motion, I would second.

EIGHTH GENERAL VICE PRESIDENT

HARRINGTON: Is that part of your motion, brother?

DELEGATE DWAYNE STEPHENS (Local 9):

Yes, it is, and we did -- on the Resolutions Committee we tried to address the American/Canadian issue. Evidently a couple of them got by.
HARRINGTON: I hope I heard the last part of it. Well, we have an amendment to the motion on the floor. Does anybody else want to speak on the motion itself, on the amendment?

The amendment is to include, as I understand, to include Canada, to include Canada in that resolution.

Seeing no one at the mike, all those in favor, signify by saying aye.

(Chorus of ayes.)

All those opposed?

So ordered.

All right. We are going to have -- we have to take a vote on the entire motion including Canada now.

Any discussion on the -- seeing no one at the mikes, all those in favor, signify by saying aye.

(Chorus of ayes.)

All those opposed?

So ordered.

COMMITTEE SECRETARY KERWAN: That concludes our partial report at this time.
EIGHTH GENERAL VICE PRESIDENT

HARRINGTON: We want to thank the Committee and give them a nice round of applause.

(Applause.)

GENERAL PRESIDENT SULLIVAN: We will have a continuation of the Constitution Committee, Bruce Word, Chairman.

COMMITTEE CHAIRPERSON WORD: Thank you, Mr. Chairman.

Once again, we wish to continue our report. I will turn it over to the Secretary Craig Sandberg.

COMMITTEE SECRETARY SANDBERG: We will continue with Amendment No. 70, Article Twenty-five (25), Section 5. This amendment deals with placing stamps on drawings and designs.

Amend by adding a new sentence at the end of the section on page 114, which will read as follows:

A Sheet Metal Workers' International Association union member stamp shall be applied manually to all drawings, sketches, drafting, detailing,
design, redesign and coordination by computer (CAD), manual or otherwise. The stamp shall remain the property of the local union or the International Association.

The rationale behind this is that, the Committee added the word "manually" to this amendment. Sketchers have personalized stamps which they place on their drawings and designs. This amendment endorses that practice for all sketchers. Although the International currently does not have a standard stamp, it may design one in the future. Currently, such stamps remain the property of the local union.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

NINTH GENERAL VICE PRESIDENT CHURUVIA, JR.: You have heard the Committee's report. On the question. Seeing nobody at
any of the microphones, all signify by saying aye.

(Chorus of ayes.)

Opposed?

COMMITTEE SECRETARY SANDBERG: The first 15 amendments concern our trade jurisdiction. In Article One (1), Section 5. They reflect the work members are performing and should be performing. And they will help to claim our work at pre-job meetings and jurisdictional disputes.

Amendment No. 1, Article One (1), Section 5(a), amend the fourth line of the Section which begins at the bottom of page 1, by adding the word "commissioning" after the word "reconditioning" and by adding the word "serving" after the word "testing" and by adding "HVAC and" after the first "all" so that the first four lines of the Section will read as follows:

This Association has established and claims full jurisdiction over the estimating, manufacture, fabrication, assembling, handling, erection, hanging,
application, adjusting, alteration,
repairing, dismantling, reconditioning,
commissioning, testing, servicing and
maintenance of all HVAC and sheet metal
work.

The Committee recommends
concurrence with the proposed amend. I
move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the Committee's report.

NINTH GENERAL VICE PRESIDENT CHURUVIA,
JR.: You heard the Committee's report. Are
there any questions? Seeing nobody at the
microphones, all in favor, signify by
saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 2, Article One (1), Section
5(c), amend the first line of the section
on page 2 by adding the words "metal
roofing, including underlayment regardless
of materials, and any and" after the first
word "Any."

And amend the fourth and fifth lines by adding "expansion joints" after the word "flooring" and by adding the word "soundproofing" after the word "fireproofing," so that the Section will read as follows:

Any metal roofing, including underlayment, regardless of material, and any and all types of sheets, flat, formed in brake, corrugated or otherwise formed or reinforced, and all rolled, drawn, pressed, extruded, stamped or spun sheets, shapes, and forms of plain or protected metal specified for use in connection with or incidental to roofing, decking, flooring, expansion joints, siding, waterproofing, weatherproofing, fireproofing, soundproofing, for base and support of other materials, or for ornamental or other purposes.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.
COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

NINTH GENERAL VICE PRESIDENT CHURUVIA: You have heard the Committee’s report. Are there any questions?

Seeing nobody at any microphones, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG: Amendment No. 3, Article One (1), Section 5(d), amend the fourth line by adding the word "soundproofing," after the word "fireproofing" so that the Section will read as follows:

Any and all types of formed, rolled, drawn, stamped, pressed sheet metal shingles, sheet metal tile, sheet metal brick, sheet metal stone and sheet metal lumber, when specified for use as roofing, siding, waterproofing, weatherproofing, fireproofing, soundproofing, or for
ornamental or any other purpose.

The Committee recommends concurrence with the proposed amendment.

I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON CHURUVIA: You have heard the committee's report. Are there any questions?

Seeing nobody at any microphones, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 4, Article 1, Section 5(e).

This amendment was modified by the committee by adding language in the first line and deleting "sonafil metal."

Amend the first line of the section on pages 2 and 3 by adding
"regardless of material" after the word "work" and amend the fifth line by adding the words "metal siding and composite panels, including supports, studs sheathing, drywall and related materials" after the word "skylights" and deleting the words "and sonafil metal" after the words "PVC metal" and amend the eighth line by adding the word "soundproofing" after the word "fireproofing" so that the section will read as follows:

Any and all sheet metal work, regardless of material specified for use in connection with or incidental to steeples, domes, minarets, lookouts, dormers, louvers, ridges, coping, roofing, decking, hips, valleys, gutters, outlets, roof flanges, flashing, gravel stops, leader heads, down spouts, mansards, balustrades, skylights, metal siding, and composite panels, including supports, studs, sheathing, drywall, and related materials, solar shingle panels, FVC metal, cornice molding, columns, capitals, panels,
pilasters, mullions, spandrels, and any and
all other shapes, forms, and design of
sheet metal work specified for use for
waterproofing, weatherproofing,
fireproofing, soundproofing, ornamental,
decorative or display purposes or as trim
on exterior of buildings.

(Appause.)

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion and everything else that Craig
said.

TEMPORARY CHAIRPERSON CHURUVIA: You
have heard the committee's rhythmic report.

On the question?

Seeing nobody at the
microphones, all in favor, signify by
saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.
Proposed Constitutional Amendment No. 5, Article 1, Section 5(m).

This amendment was modified so much by the committee that the new language was distributed to you on Monday. Rather than read the amendatory language, I am going to read the section as it was modified.

Any and all types of sheet metal work, HVAC (heating, ventilating, and air-conditioning), design, fabrication, installation, service, and operation in connection with or incidental to direct, indirect, or other types of heating, ventilating, air-conditioning, and cooling system, regardless of materials used building environmental systems, including risers, under floor systems, stacks, ducts, fittings, retrofittings, dampers, louvers casings, recess boxes, outlets, radiator enclosures, exhausts, ventilators, frames grilles, registers, diffusers, cabinets, plenums, fans and motors, air washers,
filters, air brushes, housings,
air-conditioning chambers, all setting,
hanging, and start-up of air-conditioning
units, unit heaters, or air-veyor systems
and condensing units, evaporator coils,
heat pumps, direct digital controls,
building environmental sensor systems, air
handling and air treating systems, all
testing, adjusting and balancing,
commissioning and retrocommissioning of all
building environmental systems, including
air, hydronic, electrical, and sound
regardless of material used, including all
equipment and/or reinforcements and support
systems in connection therewith, including
all smog control, filtration and cleaning
of air systems and equipment. Air
pollution and recovery systems and
component parts thereof, including setting
of same by any method. Any and all work in
connection with and/or incidental to the
manufacture, fabrication, handling,
erection, installation, maintenance, and
repair of solar energy systems, including
but not limited to residential, commercial, institutional, and industrial installation. All installation and removal of lagging. All lagging over insulation and all duct lining, testing, adjusting and balancing and the commissioning of all air handling, commissioning, retrocommissioning and the balancing of all air hydronic, electrical, and sound equipment and duct systems and any and all other sheet metal work and equipment, mechanical or otherwise, in connection with or incidental to the proper installation, servicing, and operation of said systems and all duct connections to and from same.

The committee recommends concurrence with this proposed amendment. I move adoption of the committee's report. COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the report. TEMPORARY CHAIRPERSON CHURUVIA: You have heard the committee's report. Are there any questions? Seeing no one at any microphones, all in favor, signify by
saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 6, Article 1, Section 5(n).

This amendment was modified by the committee by adding indoor air quality in the first line.

Amend the first line of the section on pages 4 and 5 by adding after the word "energy" the words "and indoor air quality" and amend the second line by adding the words "and commissioning" after the word "management" so that the first four lines up to the semi-colon will read as follows:

Any and all types of energy and indoor air quality, IAQ, auditing used in connection with or incidental to energy management and commissioning of buildings, including analyzing utility rates, weather data, energy consumption records, contract
drawings and specifications as-built drawings operating logs.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON CHURUVIA: You have heard the committee's report. Are there any questions?

Seeing no one at any of the microphones, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 7, Article 1, Section 5(o).

This amendment incorporates Resolution No. 1-C in the yellow booklet.

Amend the second line of the second paragraph on page 5 by adding the words "and all gas piping," after the word
"equipment" and amend the last line by adding the word "servicing" after the word "installation" so that the paragraph will read as follows:

Any and all types of warm air furnaces, including assembly and setting up of all cast iron parts, all stoker gas and oil burner equipment and all gas piping used in connection with warm air heating, all sheet metal hoods, casings, wall stacks, smoke pipes, trunk lines, cold air intake, air chambers, vent pipes, frames, registers, dampers, and regulating devices and all other sheet metal work and equipment, mechanical or otherwise, in connection with or incidental to the proper installation, servicing, and operation of same.

The committee recommends concurrence with the proposed amendment and with Resolution No. 1-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.
TEMPORARY CHAIRPERSON CHURUVIA: You have heard the committee report. Are there any questions?

Seeing no one at any of the microphones, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 8, Article 1, Section 5(p).

This amendment was modified by the committee by adding "coke" in the third line.

Amend the second line by adding the words "but not limited to" after the word "including" and amend the third line by adding the words "coke nuclear power" after the word "chemical" and by adding at the end of the first paragraph the words "embedments, installation, and drawings for unistruts and erection of support steel" so that the first paragraph of the section
will read as follows:

Any and all types of sheet metal work in connection with industrial work including but not limited to industrial generating steel and aluminum, oil refining, chemical, coking, nuclear, power, and similar type plants and all other words in connection therewith including exhaust, smog control, air pollution, and recovery systems, air-veyor systems and the component parts thereof, including setting of same by any method. Embedments, installation, and drawings for unistruts and erection of support steel.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON CHURUVIA: You have heard the committee's report on the question. On the question?

Seeing no one at any of the microphones, all in favor, signify by
saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 9, Article 1, Section 5(q).

Amend by adding at the end of the section "any and all types of caskets and coffins" so that the subsection will read as follows:

Any and all types of sheet metal furniture and equipment, lockers, shelving, library stacks, warehouse, factory and storage stacks, bins, sinks, drain boards, laboratory equipment, et cetera, specified for use as equipment or incidental to the operation of offices, factories, libraries, hotels, hospitals, apartments, schools banks, public and semi-public buildings, and for general commercial use and any and all types of caskets and coffins.

The committee recommends concurrence with the proposed amendment. I
move adoption.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON CHURUVIA: You have heard the committee report. Are there any questions?

Seeing no one at any of the microphones, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Approved.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 10, Article 1, Section 5(y).

The language for this amendment completely replaces the language in the blue booklets, thanks to input from the Roofing Committee.

We would amend by adding a new subparagraph (vi) which will read as follows:

Any and all materials used in connection with the environmentally friendly green roofing systems, including
roofing, damp-proofing, waterproofing, and weatherproofing, regardless of location and maintenance thereof.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON SLATER: You have heard the recommendation of the committee.

Any questions?

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 11, Section 5(cc).

Replace this section on page 8 with the following new language:

All drawings and sketches by computer-aided design (CAD), hand,
backgrounds, coordination used in shop fabrication and/or field erection, computer-aided manufacturing and pick off/ take off, the transformation, manual or electronic from shop drawings to shop fabrication of ductwork and related items.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON SLATER: You have heard the recommendation of the committee.

On the question? All those in favor, signify by saying yes -- aye. (Chorus of ayes.)

Opposed? (No response.)

The ayes have it.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 12, Article 1, New Section 5(dd).

This amendment was modified by
the committee by adding a second paragraph
which was distributed to you on Monday.

Move 5(dd) to become 5(gg) and
add a new subsection (dd) with the
following language:

Do you follow that?

All computer room and clean room
air systems, including but not limited to
floors, walls, fume hoods, ceilings, HEPA
filters, any other filtration systems and
other appurtenances thereof and other
architectural sheet metal work and metal
wall protection systems.

All fabrication, handling, and
installation of semiconductor and
nanotechnology industry-related air
systems, including but not limited to
vacuum pump and/or tool exhaust systems,
scrubber pipe, duct, regardless of material
used, headers and exhaust to atmosphere,
exhaust fans, dry scrubbers, exhausts, vent
lines from gas, tool, and vacuum pump
cabinets, exhaust lines from wet benches
and burn boxes, all dampers and/or air
valves associated with exhaust vent lines listed in this section.

The committee recommends concurrence with this proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON SLATER: You have heard the recommendation of the committee.

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed.

(No response.)

The ayes have it.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 13, Article 1, New Section (cc). Add new Subsection (ee) with the following language:

Milling, fashioning, joining assembling, erection, fastening, or dismantling of all material of wood, plastic, metal, fiber, cork, and
composition and all other materials as well as the handling, cleaning, erecting, installing, repair, renovation, maintenance, and dismantling of all machinery and equipment.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON SLATER: You have heard the recommendation of the committee. Any questions?

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

The ayes have it. Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 14, Article 1, New Section 5(ff). Add new Subsection (ff) with the following language:

Any and all work with and on
robotics, including but not limited to
rigging, handling, installing, maintaining,
programming, and use of all stationary and
or portable robots, including the use of
all robots used in any industry, including
the nuclear field.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON SLATER: You
have heard the committee's report. On the
question?

All those in favor, signify by
saying aye.

(Chorus of ayes.)

Opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 15, Article 1, New Section
5(gg), formerly Section 5(dd).

Amend the first line by
substituting (ff) for (cc) and by adding to
the end of the subsection the following
words:

- Or the operation of any
equipment, methods, processes, or new
technology used as a substitute,
replacement, or change of the traditional
HVAC and sheet metal jobs, methods or
procedures so that the subsection will read
as follows:

- All items of work described in
Sections A to FF in which plastics or other
materials are used in lieu of sheet metal
or the operation of any equipment, methods,
processes, or new technology used as a
substitute, replacement, or change of
traditional HVAC and sheet metal jobs,
methods, or procedures.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD:  I second
the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON SLATER:  You
have heard the recommendation of the committee. On the question?

    All those in favor, signify by saying aye.

    (Chorus of ayes.)

    Opposed?

    (No response.)

    Adopted.

COMMITTEE SECRETARY SANDBERG:

Mr. Chairman, that concludes a partial report of the Constitution Committee, and, Bruce, I would say we burned off three vice presidents.

GENERAL PRESIDENT SULLIVAN: Very good job. If you have noticed the jurisdictional changes, we are trying to catch up with where we should be on how the work has changed in our industry, and we are looking, of course, at the automotive and industrial sector of the industry very specifically.

At this time, the Chair will recognize Ron Masters, Chairman of the Resolution 78 Committee for their report.
COMMITTEE CHAIRPERSON MASTERS: Thank you. Good afternoon. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, fellow delegates, guests, and every sheet metal worker in this country and Canada.

Mr. Chairman, before our secretary makes his report to the Convention, I would like to acknowledge the committee members and thank them for their diligent service.

The members of the Resolution 78 Committee are as follows: Myself, Ron Masters, Business Manager, Local 45, Des Moines, Iowa; Larry Stewart, Local Union 32, the Secretary; James Arnold, Local Union 68; Mark Curtis, Local Union 276; David Hall, Local Union 7; Joseph Powell, Local Union 206; Ronny Whatley, Local Union 85.

I would also like to offer special thanks to Rebel Gilliom for her support.

If I might digress just a
second, if you look at the minutes from previous conventions, this is the third time chairing this committee, Mike. I think I got the point. At any rate, Larry, please give the report.

COMMITTEE SECRETARY STEWART: Thank you. Mr. Chairman, General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, the Resolution 78 Committee was first created by the delegates at the 36th General Convention held in New York City in 1982. The current Resolution 78 Committee was appointed by General President Sullivan for the 41st General Convention held in Chicago, Illinois, August 2004.

Although the language of Resolution 78 may be somewhat dated, the intent and need for this resolution is timeless and will forever be a work in progress.

The original purpose of the resolution was to stop the ever-growing encroachment of non-union competition and
to give local business managers an effective tool to help secure work for the membership. The committee feels that increasing pressure from other trades who are unscrupulously attacking the jurisdiction traditionally done by the sheet metal worker has added a new purpose to this resolution.

These trades, through wall to wall agreements, whose wage and fringe packages are inferior to that of the sheet metal worker, makes it more important than ever to find and utilize new and innovative ways to create work and protect our jurisdictions.

Many business managers have found the use of Resolution 78, whether in the form of PLAs, flexible work hours, or escalated ratios, when used in combination with the quality funds, have been found as useful tools for recapturing hours for our members.

The committee reaffirms the recommendations of the 1999 committee that
all local unions adapt and use some type of
equality, job targeting, or market recovery
fund. We understand that many negotiated
increases are being earmarked to stabilize
health and welfare funds, with the
existence of these funds being reliant upon
the hours worked by our members, thus
creating the need to maintain and recapture
work through any means at our disposal.

We assure that there are many
other ways of securing work that may not
have been considered by some other business
managers.

This committee recommends that
prior to the next business agents'
conference, the Sheet Metal Workers'
International Association conduct an
updated survey of all local unions and
their utilization of Resolution 78 and
equality funds. A summary of the successes
and failures should be distributed at the
2005 business agents' conference.

In conclusion, the committee
supports and reaffirms the purpose and need
for Resolution 78 and its relevance in today's environment.

In keeping with the task of serving the membership of this association by providing cohesive recommendation to the body, it is the recommendation of the Resolution 78 Committee that the assignments of this committee be combined with the Youth-to-Youth/Organizing committee.

Mr. Chairman, this is the report of the Resolution 78 Committee, and I move for adoption.

COMMITTEE CHAIRPERSON: Second.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. It supports the use of Resolution 78 and other job programs to recapture market share, but it also, more importantly, at this state, would merge itself with the Organizing/Youth-to-Youth Committee.

On the question? Seeing none, all in favor of the committee's report, signify by saying aye.
Opposed, nay.

(No response.)

Adopted. Thank you very much for the committee and, Ron, you got it right three times in a row, and next time you will be on a little different committee. Thank you.

The Chair will now recognize Bruce Word, Chairman of the Constitution Committee, for further report.

COMMITTEE CHAIRPERSON WORD: Once again, we would like to continue the committee's report. I present to you Craig Sandberg.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 24, Article 3, Section 2(a), Supervision.

This amendment clarifies that the General President supervises local unions and councils and, if necessary, will place a local union or council under his supervision, which is less drastic than a trusteeship.
Amend the second line of this section on page 22 by deleting the words "state, provincial and district" and amend the third line by replacing the comma after the word "thereof" with a period and by deleting the next word "with" and substituting the words "he shall have so that the first three lines will read as follows:

The General President shall have direction and supervision of all local unions and councils and all of the officers thereof. He shall have authority to suspend the charter of.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

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

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 71 in the blue book,

Article 28, Title.

This amendment addresses the

Standard Form of Union Agreement.

Amend the title of the article

on page 116 by changing it from Union

Agreements to Standard Form of Union

Agreements. Section 1, amend the fourth

line of this section on page 116 by adding

after the word "uniform" the words

"standard form of union" and by adding

after the word "agreement" the words "for

construction" so that the section will read

as follows:

The desirability of uniformity

in local union agreements, particularly

with regard to certain basic conditions of

employment being recognized, this

association shall prepare and furnish to
each local union a uniform Standard Form of Union Agreement for construction to be used in all negotiations with employers.

Section 2, amend the fifth line of this section to pay -- on page 116 by adding after the word "uniform" the word "standard form of union" and further amend by adding to the end of the section two new sentences. The committee modified the second of the new sentences. The section will read as follows:

When local unions decide upon any proposed changes and existing agreements or when original proposals are to be submitted to employers, copies thereof shall be forwarded to the General Secretary-Treasurer together with a request that the General Secretary-Treasurer forward sufficient printed copies of the current Uniform Standard Form of Union Agreement to meet their requirements.

No local union shall put into effect any contract provision in conflict with the basic minimum required provisions
of the Standard Form of Union Agreement.

Employers shall be notified by the local unions that the General President can nullify agreements not containing the basic minimum standards.

Section 5, amend the fifth line of this section on page 118 by adding after the word "assigned" the words "by the General President" and amend the same line by deleting the words "investigate and" and amend the sixth line by deleting the word "advice" and substituting the words "help negotiate an agreement" so that the section will read as follows:

Should the local union and the employers fail to agree upon terms and conditions of employment, the local union shall immediately notify the General Secretary-Treasurer in writing with a detailed report of negotiations and developments to date.

If circumstances warrant, an international representative may be assigned by the General President to render
assistance and help negotiate an agreement.

The rationale behind this is that the Standard Form of Union Agreement has been established as a uniform standard contract for use throughout the United States.

It allows for easier enforcement when a contractor moves from one local union jurisdiction to another. However, there are an increasing number of local agreements that have altered and weakened terms of the standard form of union agreement.

This amendment prohibits a local union from putting into effect any contract provision that will conflict with basic minimum required provisions of the SFUA, which were passed out Monday.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report, Mr. Chairman.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.
GENERAL PRESIDENT SULLIVAN: Any speakers at the microphone? Microphone No. 2.

DELEGATE JOE BERGANTINO (Local 17):

Joe Bergantino, Local 17.

Just a question on that. By changing the words to Standard Form of Union Agreement -- I know about a year or two ago it was between SMWIA and SMACNA, they came up with some new changes to the standard form.

By changing that word in the Constitution to "standard form," does that mean that every bargaining agreement in this country has to abide by all of those changes?

GENERAL PRESIDENT SULLIVAN: No, not by all of the changes, just the basics of the standard form. Some of those other changes are not what we consider the basics, and the basics were handed out. For example, it would be scope. You know, you can't give away our work and say it is not a part of the bargaining
unit. Subcontracting, wage equalization, traveling contractors, classifications and letters of assignments. The definition of wage scale under the standard form, which is for the purposes of wage equalization is wages and fringes less pension and health and welfare and wages less contributions to SMACNA.

The healthcare coverage or the health coverage when working temporary outside of the local jurisdiction and an employment of one journeyman and the reopener portion of 90-day notice for reopener, that they have to, to be able to get away from the collective bargaining agreement.

We are not talking about everything that is negotiated in there. We are talking about the foundation of the agreement, which is a lot different than addendums or other things that one wishes to negotiate.

DELEGATE JOE BERGANTINO (Local 17):

Very good. Thank you.
GENERAL PRESIDENT SULLIVAN: Microphone No. 3, please.

DELEGATE CHARLES HOLT (Local 12):
Chuck Holt, Local 12, Pittsburgh.

Is there any reason that the grievance procedure is not part of this?

GENERAL PRESIDENT SULLIVAN: Yeah.

Because the grievance procedure in some locals is different, and we are not trying to interfere with that as long as they have a grievance procedure. Some use arbitration.

DELEGATE CHARLES HOLT (Local 12):
Because it makes it tough whenever a contractor from another local comes in and you have to go back to their local to grieve it by a panel or whatever. It is very difficult. That's all.

GENERAL PRESIDENT SULLIVAN: Chuck, the way that would work, though, if that would happen and a grievance would be awarded under that particular collective bargaining agreement, the standard form that the contractor is working under is the
one that will prevail on the grievance procedure, and they would have a right of appeal through the process.

DELEGATE CHARLES HOLT (Local 12): I was thinking of the case of our friend United McGill.

GENERAL PRESIDENT SULLIVAN: Absolutely. I know what you are talking about.

Microphone No. 2.

DELEGATE STEVE DODD (Local 137): Mr. Chairman, Steve Dodd, Local 137.

This may be just for clarification, but, Craig, I believe you said in the Section 1, in the revised part, you said, "Standard Form of Union Agreement for construction." Is that true? It does not say it in here. Is that what you are changing it to say?

GENERAL PRESIDENT SULLIVAN: I'm sorry. Steve, say it again.

DELEGATE STEVE DODD (Local 137): Under that amended line, No. 4, it says, "Standard Form of Union Agreement." Then
he said, "For construction."

COMMITTEE SECRETARY SANDBERG: You are right, Steve. When I started, if you remember, I said that there was an amendment by the committee to this.

DELEGATE STEVE DODD (Local 137):

Okay.

COMMITTEE SECRETARY SANDBERG: That's part of it.

DELEGATE STEVE DODD (Local 137):

Okay. Thank you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 5.

DELEGATE TOM STAPLETON (Local 27):

Tom Stapleton, Local 27.

Mike, I just want a clarification on the handout that came out about the basic minimum required provisions. I just met with the other managers of the council here.

That second line of "no deviations or changes to these provisions are permitted," you go through that basic, and as you are aware, Local 19, ourselves,
a lot of us in the northeast that took the
basic standard form expanded on it. Mine
expanded on 19's and vice versa. We don't
have the actual basic standard form.

That line in there, they are all
stronger than, is what I would sit here and
tell you. And I understand that it is
written as the minimum, they will have the
minimum basic standard here, but that
second line of "no deviations or changes to
these provisions are permitted," should
that be in here?

GENERAL PRESIDENT SULLIVAN: Yeah.

Because we want to make it very clear that
the basic contract that what we call the
traveling contractors, wage equalization,
subcontracting, scope, those things that
were passed out the other day, we feel
those are sacred issues and that we should
not be having local unions take those out
of their collective bargaining agreements.

DELEGATE TOM STAPLETON (Local 27): I
am not asking about taking it out. Picture
what I am asking is, in the case of every
one of those issues, in the case of every one of those issues I could sit and tell you that that is in my agreement, but it is a --

GENERAL PRESIDENT SULLIVAN: Tom, you can add to.

DELEGATE TOM STAPLETON (Local 27):

But look at that line for a second. This is what I am asking you, if you took that second line out of this handout here, the line that reads, "No deviations or changes to these provisions are permitted," everything else fits because basically what I am asking is, if we did a strengthener to any of those local union agreements, that is a deviation or change.

GENERAL PRESIDENT SULLIVAN: It is our opinion that the additions to are not deviations. Deviations are when you delete. That is what we are trying to say, deletion of those particular items. And maybe the word --

DELEGATE TOM STAPLETON (Local 27):

How about the word "deletions" as opposed
to "deviations or changes."

GENERAL PRESIDENT SULLIVAN: But we have the word "minimum," remember?

DELEGATE TOM STAPLETON (Local 27): I read that.

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE TOM STAPLETON (Local 27): I am reading it. I understand what you guys are doing up there. I am just reading it. If you read exactly what that handout is and if you took that sentence out, "No deviations or changes to these are permitted," it flows and it is exactly right. You have to have these minimum standards in your CBA.

GENERAL PRESIDENT SULLIVAN: Tom, this is not part of the amendment anyway, so we can change that later. That was just made for distribution.

For purposes of the constitutional change, it is to develop the minimum standards and then stick with those and if people add to it, so we can do that when we send it out, but that is an
entirely different -- it does not really apply to this situation.

We can change that, but it does not address anything in the amendment.

DELEGATE TOM STAPLETON (Local 27):
Okay. Very good. I just wanted to be clearly understood because, as Brother Kelly is indicating up there, a lot of us in that region strengthened a lot of these provisions a long time ago, and that actual sentence there you might have an issue with that as regards deviations or changes.

GENERAL PRESIDENT SULLIVAN: Okay. I understand, and I think that we can -- when we sent out the basic requirements, we can address that. The Executive Council and myself will address that issue. Thank you.

Any further debate? Microphone

No. 6.

DELEGATE ROB MACINTYRE (Local 235):
Rob Macintyre, Local 235, Windsor.
Mike, clarification on the handout, as well. The Canadian collective agreements don't contain ITI, NEMI, or
SMOHI. The Constitution pretty well covers that. I just wanted that for a clarification.

GENERAL PRESIDENT SULLIVAN: You are absolutely right, and it does not change the Constitution. And, accordingly, we could not make that a minimum requirement in Canada because the Constitution so states that Canada is an exception.

DELEGATE ROB MACINTYRE (Local 235):

Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you.

DELEGATE ROB MACINTYRE (Local 235):

Also, I believe that in Ontario, anyway, all of these items are pretty well covered. If I could somehow get a copy of the standard form agreement to look at all of the particular articles to cross-reference.

GENERAL PRESIDENT SULLIVAN: When we send out -- if and when the resolution passes, we will send out the SFUA to all locals with a copy of the letter explaining what the minimum requirements are.
And, accordingly, where they don't apply in Canada, you can scratch that out. Okay?

DELEGATE ROB MACINTYRE (Local 235):
Mike, if I can possibly get a copy today or tomorrow, I would appreciate it. It could help me a labor board case I have coming up in a week or so.

GENERAL PRESIDENT SULLIVAN: We can do that.

DELEGATE ROB MACINTYRE (Local 235):
Thank you.

GENERAL PRESIDENT SULLIVAN: Any further discussion?

Seeing none, all in favor of the committee's recommendation, please signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 72, Article 30, Section 2.

This amendment clarifies how and
what expenses are covered by the Strike
Fund by a local representative who travels
to a National Joint Adjustment Board
meeting to present a bargaining impasse
case.

Amend the third line of the
section on page 118 by deleting the word
"pay" and substituting the word "reimburse"
and in the third line adding after the word
"for" the words "travel, hotel, and meals
by" so that the section will read as
follows:

The expenses of the
International Association directly related
to the meetings of the National Joint
Adjustment Board shall be funded by the
Strike Defense Fund.

In addition, this fund shall
reimburse the normal expenses incurred for
teach, hotel and meals by one (1)
representative from the local union to
teach to the appropriate meeting of the
National Joint Adjustment Board to present
a case brought under Article 10, Section 8
of the Standard Form of Union Agreement.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Are there any speakers?

Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment 88. This is under Section 13. This amendment concerns use of local funds for organizing. It is not in your blue book but was distributed on Monday.

Amend the fourth line of this section on page 49 by adding after the words "organizing expenses" the words "including capital transactions," so that
the first three and a half lines of the section shall read as follows:

Local union funds shall be derived from sources specified in this Constitution and shall not be appropriated, loaned, donated, or disbursed for any purpose except the recognized and necessary operating and organizing expenses, including capital transactions of the local union.

The rationale for this is that creating favorable circumstances for organizing may take a variety of forms. The conventional approaches of the last few decades have been shown not to be enough and are being supplement with new techniques.

One area for opportunity is participation in capital markets as an investor. This may take a variety of forms, all of the way from buying shares in publicly-traded companies and exercising the rights that come with this ownership to involvement in mergers and acquisitions as
advocates or investors. The proposed amendment makes it clear that this a proper expenditure of union funds when it is done for operating, organizing purposes.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Is there any discussion?

Seeing none, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: The next amendment is Amendment No. 18, Article 1, Section 6(h).

Amendment 18 reflects electronic changes in money delivery in the banking
and financial industries. The proposed
language will also encompass Resolution 7,
8, 9, and 10-C in the yellow booklet, which
recommends adding the words "direct
deposit" to Article 13, Section 4(a), (e),
on page 61 of the Constitution.

Amend the second line of this
section on page 11 by deleting the words
"express or post office" and by deleting
the word "or" between the words "draft" and
"check" and after the word "check" by
adding the words "direct deposit, wire
transfer, or automatic clearinghouse (ACH)
network" so that the section will read as
follows:

All moneys sent to the general
office must be in the form of money order,
bank draft, check, direct deposit, wire
transfer, or automated clearinghouse (ACH)
network made payable to the Sheet Metal
Workers' International Association.

The committee recommends
concurrence with the proposed amendment
and with Resolution 7-C, 8-C, 9-C, and
10-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. On the question?

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

(Chorus of ayes.)

Nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Constitutional Amendment No. 22, Article 3, Section 2(h) Audits.

This amendment addresses audit reports.

Amend the fourth line of this section at the top of page 26 by adding "General Secretary-Treasurer" at the beginning of the line so that the first two sentences of this section will read as follows:
The General President shall have authority to order and audit the books and accounts of any local union or Council of this association.

A report of such audit shall be made to the General President, General Secretary-Treasurer and the General Executive Council.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Those opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 25, Article 5, Section 1(a).

Amend the last paragraph of this
section on page 28 by adding a sentence which reads:

The General Secretary-Treasurer may issue official receipts to members if deemed appropriate or necessary.

Rationale: Under the rationale, the local unions are not permitted to issue receipts beyond the time limit stated in the Constitution. In many cases there are legitimate reasons or extenuating circumstances why the local union did not or could not issue a receipt.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Question?

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

(Chorus of ayes.)

Opposed, nay.
(No response.)

Adopted. The Chair will now relinquish the chair to Gary Stevens, General Vice President.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 29, Article 10, Section 2(f).

The purpose for this amendment is to motivate members to pay their dues on time. I hope it does it.

Amend the seventh line of this section on page 42 by adding two new sentences after the words "in advance."
The new sentences read "A late fee may be charged for dues payments not made in advance of the current month if approved by the local union." A member may not work unless his or her dues are paid up as provided in this section. The last four sentences of the section will read as follows:

The dues of all members of all local unions shall be paid monthly or quarterly but always in advance. A late fee may be charged for dues payments not
made in advance of the current month, if
approved by the local union. A member may
not work unless his or her dues are paid
up, as provided in this section. Failure
to pay dues within two months shall result
in automatic suspension from membership.

The rationale is that late fee,
if approved by a local union, would be
charged if base dues are paid during or
after the current month instead of in
advance of the current month.

The second new sentence would be
enforced through internal discipline
charges and not by having the contractor
remove a member from a job. In that way,
it would be enforceable in so-called
right-to-work states as well.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You
heard the committee's report. Is there any
discussion?

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):


Where would that money go if it was paid? Would it go to the International, or would it be with the local union?

TEMPORARY CHAIRPERSON STEVENS: That would go to the local. Any other discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 30, Article 10, Section 2(f).

Amend by adding a sentence at the end of the section on page 42 which will read as follows:

In the event of death, dues paid in advance of the month of death shall be
refunded to the legally designated beneficiary of the deceased by the local union, which will receive a credit for the per capita dues.

The rationale behind this is easy. Refunding of dues in the event of death was previously in former Article 28, Section 1 under funeral benefits.

This was deleted by referendum between the 1994 and 1999 Conventions because we no longer had funeral benefits. However, the amendment is a sentence from the former article that should have been retained.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You heard the committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.
(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: That's not fair to make fun of him like that. I think that is kind of cute the way he talks.

Amendment No. 34, Article 10, Section 11(a). This amendment establishes a deadline for submitting quarterly reports.

Amend the fourth line of the first paragraph of this section on page 48 by deleting the word "act" after the word "Secretary-Treasurer" and substituting the words "not later than 90 days after" so that the first sentence of this section will read as follows:

A report of all receipts, disbursements, and balance on hand, determined by examination and proper audit of the books and records of the financial secretary-treasurer, properly signed and
certified to by the trustees, shall be prepared and forwarded to the General Secretary-Treasurer, not later than 90 days of the close of each quarter ending March 31, June 30, September 30, and December 31 of each year.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You heard the committee's report. Is there any discussion?

Seeing none, all those in favor say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 35, Article 10, Section 14. This amendment is related to No. 43 and encompasses Resolution 3-C, in
the yellow booklet.

   Amend the first line of this
section on page 49 by deleting the word
"taxes" and substituting the words "per
capita" and amend lines three and four by
deleting the words "upon an order drawn on
the financial secretary-treasurer signed by
the president and recording secretary of
the local union" and substituting the words
"on checks with at least two signatures,
that of the financial secretary-treasurer
and the other of the president or another
officer duly authorized by the local union
except a trustee" so that this section will
read up to the proviso as follows:

   Except for per capita, fees and
obligations due this association, no bills
or obligations shall be paid from the funds
of local unions except by vote of the
membership and on checks with at least two
signatures, that of the financial
secretary-treasurer and the other of the
president or another officer duly
authorized by the local union except the
trustee, provided however,...

Two signatures are necessary on each local union check, one of which is that of the financial secretary-treasurer.

This amendment gives local unions the flexibility to determine which officer will provide the second signature. Whereas, Resolutions 3(c) would permit neither signature to be that of the financial secretary-treasurer.

The committee recommends concurrence with the proposed amendment and nonconcurrence with Resolution No. 3-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You heard the committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)

Those opposed?

(No response.)
Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 40, Article 13, Section 1.

This amendment clarifies the
duty of the local union president with
respect to the payment of local union
bills.

Amend the third line of the
section on page 59 by deleting the words
"sign all orders directing" and
substituting the words "review and consent
to" so that the duty will read as follows:

Review and consent to the
payment of bills and other obligations
approved by the local union.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You
heard the committee's report. Is there any
discussion?

Seeing none, all those in favor,
say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 41, Article 13, Section 3.

This amendment clarifies the duty of the local union recording secretary with respect to the payment of local union bills.

Amend the ninth and tenth lines of this section on page 60 by deleting the words "sign all orders directing the payment of" and substituting the words "review all" so that the duty will read as follows:

Review all bills and other obligations approved by the local union.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.
TEMPORARY CHAIRPERSON STEVENS: You have heard the committee's report. Is there any discussion?

    Seeing none, all those in favor, say aye.

    (Chorus of ayes.)

Those opposed?

    (No response.)

    Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 42, Article 13, Section 4(a).

    General (a).

    This amendment specifies that all money is to be receipted.

    Amend the first line of this section by adding the words "and record on official receipts" after the word "receive," putting a period after the word "union" and deleting the word "and" after the word "union"; amend the second line by deleting the words "on official receipts in triplicate form and" so that the section will read as follows:

    Receive and record on official
receipts all moneys paid to the local union. Keep a correct record and a membership dues ledger of the account obligations and payments of each applicant for membership and member, issue official receipts in triplicate form in each instance when payments are made to him by applicants or members and no other form of a receipt shall be issued.

The Trustees Quarterly Report requires "Total income from all sources for the past three (3) months" including receipt numbers. The Trustees Quarterly Report assumes all money is recorded on official receipts. The intent of this section is that receipts are to be issued for all money received.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the report.

TEMPORARY CHAIRPERSON STEVENS: You have heard the committee's report. Is
there any discussion?

Seeing none, all those in favor,

say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 43, Article 13, Section 4(a),

General (c).

This amendment reflects the way
local union bills should be paid, as also
stated in Amendment No. 35.

Amend lines 2 through 5 of this
section on page 60 by placing a period
after "recorded" and by deleting the words
"and make no disbursement from local union
funds except obligations to this
association without an order signed by the
president and recording secretary and
approved or ratified by the local union
and" and substituting the following
sentence which reads, "Except obligations
due this association, make no disbursement
from local union funds without the consent of the president, without approval or ratification by the local union, and without signing a check along with the signature of the president or another officer duly authorized by the local union except a trustee so that the section will read as follows:

Assume full responsibility and liability to the local union and this association for the money received and recorded. Except obligations due this association, make no disbursement from local union funds without the consent of the president, without approval or ratification by the local union, and without signing a check along with the signature of the president or another officer duly authorized by the local union except a trustee. Separate from all moneys received the per capita tax due the International Association to ensure that said money is sent directly to the general office and is not used or disbursed for any
purpose other than the payment of same to
the International Association.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You
have heard the committee's report. Is
there any discussion?

Seeing none, all those in favor,
say aye -- I am sorry. Microphone 5.

DELEGATE ANTHONY BENEDETTI (Local 27):
Anthony Benedetti, Financial
Secretary-Treasurer of Local 27. You had
the word "tax" in there.

COMMITTEE SECRETARY SANDBERG: Those
corrections as amended earlier today, they
will go through all of the book when they
put it together and they will remove the
word "tax."

DELEGATE ANTHONY BENEDETTI (Local 27):
Thank you.

TEMPORARY CHAIRPERSON STEVENS: Any
other questions? All those in favor, say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANBERG:

Amendment No. 52, Article 16, Section 6(e), Reinstatement.

Amend by deleting the last paragraph of this section on page 73.

The rationale behind this is if a local union which issued a withdrawal card ceases to exist and the holder of the withdrawal card wished to reinstate, this paragraph permitted reinstatement directly with the General Secretary-Treasurer.

However, if a local ceases to exist, it is due to a merger with one or more locals unions. In that event, the member on withdrawal card will be paying dues to the new local union. There is no foreseeable reason to reinstate from a withdrawal card through the General
Secretary-Treasurer.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You have heard the committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 55, Article 16, Section 9(a).

This amendment was proposed for the same reason the previous amendment was adopted.

Amend by deleting the last sentence of this section on page 76 which reads: "Members reinstating on withdrawal cards issued by local unions which have
ceased to exist shall, upon proper
application, be issued transfer cards by
the General Secretary-Treasurer."

If a local union ceases to exist
due to a merger, a member on a withdrawal
card will reinstate with the local union
that has been accepting his dues. There is
no foreseeable reason for the General
Secretary-Treasurer to issue transfer
cards.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.
TEMPORARY CHAIRPERSON STEVENS: You
heard the committee's report. Is there any
discussion?

Seeing none, all those in favor,
say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.
Amendment No. 56, Article 16, Section 9(c).

This amendment provides some financial protection to a local accepting a transfer card.

Amend the section on page 76 by adding the following two sentences to the end of the section so the section will read as follows:

No member shall be entitled to a transfer card unless all local union and Association obligations are paid in full, including dues in advance to and including the month in which the transfer card expires, plus one dollar ($1.00) transfer fee. Any dues paid beyond the month in which the transfer card expires will be paid by the issuing local union to the admitting local union less the per capita tax of these dues. If the dues structure is higher in the admitting local union, the member will be required to pay the difference to the admitting local union less the per capita tax which was
previously paid to the International by the issuing local union.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

TEMPORARY CHAIRPERSON STEVENS: You have heard the committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)

Those opposed?

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 57, Article 16, Section 9(k).

This amendment clarifies that the years as an apprentice member will be credited toward the five years of continuous good standing. This amendment also relates to Resolution 17-C, 18-C, and 19-C, which would permit apprentice members
to transfer as apprentices.

Amend the third line of the section on page 78 by deleting the words "but not" and substituting the word "and" so that the section will read as follows:

Any member who has established a record of continuous good standing of five years or more to and including date of issuance of transfer card (and including time as an apprentice-member) shall be admitted by transfer card into any local union of this Association in accordance with the requirements of this Constitution and without payment of any difference in initial fee.

An apprentice member has the right to transfer once he becomes a journeyman.

If he has been a member in good standing, including years as an apprentice member, he may transfer without paying difference in initiation fee. If he is a member in good standing with less than five years, including as an apprentice member,
and is a journeyman, he has a right to
transfer without having to appear before
the local and the board must pay the
difference, if any, between the initiation
fee actually paid and the established
initiation fee of the local union accepting
his transfer card according to Section
9(j).

I move adoption of the
Committee's report, nonconcurrence with
Resolutions 17-C, 18-C and 19-C.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the Committee's report.

ELEVENTH GENERAL VICE PRESIDENT
STEVENS: You have heard the Committee's
report. All those in favor, say aye.

(Chorus of ayes.)

Those opposed?

(Chorus of nos.)

I'm sorry, microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280): I
just have a question. We had put this
resolution in from our Local Union on
behalf of our members.
If an apprentice becomes an apprentice member and he meets the qualifications and for whatever reason has to move to another local union or the jurisdiction of another local union and he is an apprentice member, why can't he take a transfer card? If he meets the requirements of apprenticeship wherever he is moving to, he would still have to pay the difference in initiation, but he is a member. He is losing that time when it is going to come towards his 25-year-pins, because we have had members or apprentices leave to go elsewhere after three or four years, and they lose all of that time towards their 25-year pin and then they reestablish themselves in the new local, and they have to start again. In some cases, they reestablish themselves and they may end up going nonunion.

In our area, I can give a good example. Between Local 276 and 280, we are nine miles apart, and if an apprentice wants to move from Vancouver to Victoria,
we're the same province; same
apprenticeship program, but his membership
with the International, once he has reached
an apprentice member status, his membership
would have to start again with Local 276.
GENERAL PRESIDENT SULLIVAN: We were
checking to make sure what the Committee
has talked about, and one of the problems
is, standards for certain apprenticeship
programs, and they may not accept those
conditions. Because everyone has a
different set of standards. They have the
basic standards, but then they have other
standards, and if people don't qualify with
those standards, they won't take their
transfers card.
DELEGATE JIM PAQUETTE (Local 280):
And I understand that. But if the
apprentice meets the test of the
apprenticeship system wherever he's going,
he has to re-establish his membership with
the SMWIA.
You know, this International
took extraordinary steps in the last five
years to give apprentice members status,
and now we take that away for whatever
reason they move from one jurisdiction to
another jurisdiction. They become an
apprentice member and they move, and they
have to become apprentice member again.

GENERAL PRESIDENT SULLIVAN: We are
trying to figure out here. We think --
you're on the wrong track. What we are
saying here, now his apprentice membership
time will count towards the five years. If
he transfers, will count as time served if
he transfers to another local as a
journeyman, when he become as journeyman.

DELEGATE JIM PAQUETTE (Local 280): I
understand that, Brother Sullivan. What I
am saying is an apprentice who reaches
apprentice member status in his local, and
then for whatever reason he moves as an
apprentice to the jurisdiction of another
local. He may have to pay the difference
to that local to their initiation, if there
is a difference, but his membership with
the SMWIA must be re-established again.
And I know this, because I am the son of a sheet metal worker that traveled across the country, and when he left from one province as an apprentice to another province, he had to re-establish himself there and then go back to the province he started, re-establish himself again, stay there until he completed his apprenticeship, and then he was able to transfer to the province of British Columbia, where he is now a retired sheet metal worker. But he didn't have the ability to do that when he was an apprentice, so he ended up retiring with his 25 year pin, but he should have got more years of service, because he was a member, lost his membership, started his membership, lost his membership, started it again, and then he had to continue through.

GENERAL PRESIDENT SULLIVAN: Okay.

Microphone No. 2.

DELEGATE JOE MARACCINI (Local 104): I don't think I'm understanding what the brother is saying. As of this date, a kid
that comes into a program is an apprentice member right off the bat. Okay?

So they are going to be issued an IA number, so wherever they transfer that card into, wherever they go, they are not going to lose anything. So I am a little bit confused as to where the brother is suggesting that the person is going to have to pay more. The person would just have to pay the difference in initiation fee, correct?

Yeah, and it is $500, so more than likely he has paid it off prior to him transferring into another local union.

GENERAL PRESIDENT SULLIVAN: That's right. I think your point is different than what this amendment covers. And the reason I am saying, what this is basically saying, that an apprentice -- rationale, an apprentice member has the right to transfer once he becomes a journeyman. But what we are saying is that in the amendment change, if you look at the constitution, it says any member who has established a record of
continuous good standing for five years or
more to and including date of issuance of
transfer card and including time -- and
including time -- as an apprentice member
shall be admitted by transfer card into the
local union of this Association in
accordance with the requirements of the
constitution without payment -- without
payment -- of difference -- any difference
in initiation fee. And what we are trying
to do here, is say that the case is that it
used to be that you, under the
constitution, it says when you transfer, if
you don't have five years of continuous
good standing, if you don't have five years
of continuous good standing, you have to
pay the difference. And what we are saying
is, if you have served an apprenticeship
and you have five years of good standing
counting your apprenticeship, you don't
have to pay the difference.
I think it is a different issue
than apprentices being able to transfer.
It's an issue about what happens when you
do transfer if you have five years of
apprenticeship. Your apprenticeship
counts. It used to be only journeyman time
counted. And if you transferred, you had
to pay the difference in initiation fee.
Now we're including apprentice time. It is
not about if he can or cannot transfer.
That's a different issue, and I will let
microphone four -- allow them to readdress
their -- I want to hear microphone No. 4,
again, please.
Did you catch the message or the
drift?
Microphone No. 4, please.

DELEGATE JIM PAQUETTE (Local 280): I
understand that, Brother Sullivan, and I am
asking you, can an apprentice be issued a
transfer card from one local union to
another local union if he meets the
requirements of that other local union's
apprenticeship if he pays the difference in
initiation?

GENERAL PRESIDENT SULLIVAN: Yes, he
can transfer if he can meet the
requirements -- if he is an apprentice and he can be accepted by that apprenticeship program.

DELEGATE JIM PAQUETTE (Local 280): His membership will continue right through?

GENERAL PRESIDENT SULLIVAN: That's right, as long as he continues to pay his dues, and if they will accept him into their apprenticeship program.

DELEGATE JIM PAQUETTE (Local 280):

That was --

GENERAL PRESIDENT SULLIVAN: And we have already done that. I mean, that has already been done. I have had that happen to people in my local when I was there. I mean, we accepted the apprentice from another local and allowed them to transfer.

DELEGATE JIM PAQUETTE (Local 280):

Within the same state?

GENERAL PRESIDENT SULLIVAN: No.

DELEGATE JIM PAQUETTE (Local 280):

Okay. Because I have been told by the International office that I cannot issue a transfer card to an apprentice.
GENERAL PRESIDENT SULLIVAN: You can, if they will accept -- if he will be accepted in the apprenticeship program in the other province.

DELEGATE JIM PAQUETTE (Local 280):
Okay.

GENERAL PRESIDENT SULLIVAN: Now, if they won't accept him into the apprenticeship program, then, no, he could not. They have to be willing to accept him into that apprenticeship program.

Because if you allowed it any other way, he could transfer and he couldn't be in the apprenticeship program. I mean, there wouldn't be any use in his transfer.

DELEGATE JIM PAQUETTE (Local 280): As long as it is understood that if he's accepted, I can issue him a transfer card and he would have to pay the difference in initiation.

GENERAL PRESIDENT SULLIVAN: Right. And see, we have made -- yes. Prior to this, apprentices -- there has been a big
difference between apprentices and apprentice members. You remember, since the last Constitution, we have now included all apprentices as apprentice members after a short period of time under the Constitution.

DELEGATE JIM PAQUETTE (Local 280):
Thank you, Brother Sullivan.

GENERAL PRESIDENT SULLIVAN: Any further discussion?

Microphone 2.

DELEGATE JOE BERGANTINO (Local 17):
Just a question, again, on that. If you have two different bargaining areas that belong to the same JATC program, so, therefore, that program does accept that apprentice, but you got two different bargaining areas, and in my situation, I have a lower rated bargaining area, and what would be the factor to stop those apprentices from transferring from a lower rated bargaining area into the Boston market at the higher rate? Because you know, it is only 45 minutes to Boston from
the southeastern Mass. area.

GENERAL PRESIDENT SULLIVAN: The apprenticeship programs would keep that from occurring.

DELEGATE JOE BERGANTINO (Local 17): It is the same apprenticeship program.

GENERAL PRESIDENT SULLIVAN: Well, then it is the rules of the local union that would apply. The rules and where he was put into your local, unless he moved.

DELEGATE JOE BERGANTINO (Local 17): Right.

GENERAL PRESIDENT SULLIVAN: There are other restrictions on transfer cards. A person has to physically move and have an address in that bargaining unit. Okay?

DELEGATE JOE BERGANTINO (Local 17): Okay.

GENERAL PRESIDENT SULLIVAN: Let me clarify this one more time. If you remember, there has been a misconception that if you have five years, five years of apprenticeship, or if you had five years of continuous good standing, then you could
transfer.

What has happened in the past is, is that was about buying cards. There was a time in our International when people sold cards, and then people would immediately transfer. They would immediately transfer to another local union. So they put in this restriction that you had to be a member for five years before you could transfer.

Well, in the Constitution, it states unless you served an apprenticeship. And what we are saying is, is that you can transfer and your apprenticeship time will count towards that five years. So that an apprentice who has served his apprenticeship is not penalized as someone who would buy their card in a local union and immediately want to transfer. That is the whole thing here, and we are trying to clean up the apprentice portion and say no, it was never intended to keep or deny an apprentice the right to transfer. Or at that time, to be denied as a right to
transfer.

Do I have a speaker at microphone No. 4?

DELEGATE SHAWN BOIVIN (Local 280): 32 year rank and filer. Brother Chairman, I would like to amend the motion that's on the floor to remove 17-C and leave it to be discussed separately after this issue is resolved. I have to --

GENERAL PRESIDENT SULLIVAN: I will have to ask the parliamentarian.

That motion is in order if there is a second. Is there a second?

(Chorus of seconds.)

All right. On that motion. Question on that motion. What they are doing is, they are separating 17-C from -- separating 17-C. If this passes, it would separate 17-C from Amendment No. 57. And it would be decided separately.

Is that the motion?

DELEGATE SHAWN BOIVIN (Local 280):

Yes, sir.

GENERAL PRESIDENT SULLIVAN: Speaking
on that, is there any speaking on that?

Microphone No. 6.

DELEGATE ROB MACINTYRE (Local 235): I stand in agreement with the GEC’s recommendation and specifically 17-C. The exclusion of 17-C and possibly the eventual adoption of 17-C would greatly affect our labor management local apprenticeship committees, who is under the auspices of the Ontario government. I could possibly lose that status because the direction and indentureship of apprentices if with those committees, not with a specific employer. That puts that Committee in jeopardy and it has drastic implications on the loss of LACs.

GENERAL PRESIDENT SULLIVAN: You’re right.

Okay. Is there any other discussion on that particular issue?

The motion is to separate the amendment from, or Section 17(c) from Amendment No. 57. Any further debate?

Seeing none, all in favor of the
amendment, signify by saying aye.

    (Chorus of ayes.)

Opposed, nay.

    (Chorus of nays.)

Amendment defeated.

Now, we will go back to the

original question on the Committee's
report, of adoption of their report. Is
there any debate, continued debate on that?

James, are you going to the
microphone?

Microphone No. 5.

DELEGATE JAMES JACKSON (Local 30):

Brother Chairman, I am, with this debate
back and forth, a little bit confused, to
say the least.

The recommendation from the
Committee is of nonconcurrence; is that
correct?

COMMITTEE SECRETARY SANDBERG: No,
sir. The Committee's recommendation is
adoption of the Committee's report, which
would be on Amendment 57, to accept that,
and nonconcurrence on Resolution 17-C,
18-C, and 19-C.

DELEGATE JAMES JACKSON (Local 30):

Thank you, Brother Chairman.

ELEVENTH GENERAL VICE PRESIDENT

STEVENS: Are there any other questions on
the motion, on the Committee's report?

Seeing none, all those in favor,
say aye.

(Chorus of ayes.)

Those opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 94 affects Article Sixteen
(16), Section 9(g). Again, this amendment
is not in your blue book. It was handed
out Monday, and it would amend the third
line of this Section on page 77 by deleting
the rest of the sentence after the word
"address," so that the Section would read
as follows:

When depositing a transfer card,
the member shall record thereon his local
address and shall keep the local union
informed of any change in local address.
The Committee recommends concurrence with the proposed amendment, and I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

ELEVENTH GENERAL VICE PRESIDENT STEVENS: You heard the Committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)

Those opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 95 again is not in your book. It addresses Article Sixteen (16), the new Section 10. Amend Section 9, which begins on page 76, by separating those Sections referring to transfer cards, from those Sections referring to travelers, and placing the Sections referring to travelers in new Section 10 entitled portability of labor/travelers. Current Sections 10
through 13 will become Sections 11 through 14.

The Committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

ELEVENTH GENERAL VICE PRESIDENT STEVENS: You have heard the Committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)

Those opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 84, again not in the blue book. This amendment affects railroad members who reinstate or reinitiate. Amend the second and third lines of this section on page 102 by changing the words "Two hundred dollars ($200)" to "Four hundred dollars ($400)" so that the first sentence of the Section reads as follows:
All railroad local unions shall charge a reinitiation fee of not less than twenty-five dollars ($25) and not more than four hundred dollars ($400) for journeymen, helpers and apprentices. Currently, there is no real penalty for members that are delinquent in railroad local unions by decreasing the initiation fee to a maximum -- that should be increased in the re-initiation fee to a maximum of four hundred dollars ($400) from the current two hundred dollars ($200). This would defer members from becoming delinquent.

And under Section 12(c), you would amend the third line of this Section on page 102 by changing the words "two hundred dollars ($200)" to "four hundred dollars ($400)," so that the first sentence of this Section would read as follows:

All railroad local unions of this Association shall charge a reinstatement fee of not less than twenty-five dollars ($25) and not more than four hundred dollars ($400) for journeymen,
helpers and apprentices. Currently, there
is no penalty for members that are
delinquent, and it is just a restatement.
The Committee recommends
concurrence with the proposed amendment. I
move adoption of the Committee's report,
Mr. Chairman.

COMMITTEE CHAIRPERSON WORD: Second
the motion to adopt the Committee's report.

ELEVENTH GENERAL VICE PRESIDENT
STEVENS: You heard the Committee's report.
Is there any discussion?
Seeing none, all those in favor,
say aye.
(Chorus of ayes.)
Those opposed?
Adopted.

COMMITTEE SECRETARY SANDBERG:
Amendment No. 33 in your blue book.
Article Ten (10), Section 6(a). Our
Constitution does not state how often a
local union should hold regular membership
meetings. This amendment requirements
local unions to hold membership meetings at
least quarterly.

Amend the second line of the Section on page 45 by deleting the words "the holding of," and after the word "meetings," by adding the words "which must be held at least quarterly," so that the first sentence of the Section will read as follows:

Each local union shall determine the times and places for its regular meetings, which must be held at least quarterly and determine how many of its members shall constitute a quorum.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: Second the motion to adopt the Committee's report.

ELEVENTH GENERAL VICE PRESIDENT STEVENS: You heard the Committee's report. Is there any discussion?

Seeing none, all those in favor, say aye.

(Chorus of ayes.)
Those opposed?

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 36 is Article Twelve (12), Section 3. This amendment clarifies that dues must be paid before the month of nominations and election in order to qualify as a candidate for local union office. Amend the second paragraph of the section at the top of page 53 by deleting the words, "are paid in advance for the current month, and substituting the words "must be paid before the first day of the current month," so that subsection (b) would read:

Such dues and other obligations due the local union and this Association must be paid before the first day of the current month and are properly recorded on official receipts in his possession.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: Second
the motion to approve the Committee's report.

ELEVENTH GENERAL VICE PRESIDENT STEVENS: You heard the Committee's report. Is there any discussion? Seeing none, all those in favor, say aye.

(Chorus of ayes.) Those opposed? Adopted.

COMMITTEE SECRETARY SANDBERG: That's the end of the report at this time, Mr. Chairman.

(Appause.)

GENERAL PRESIDENT SULLIVAN: He didn't say he was done. (Laughter.) He just said that was the end of the report for now.

The Chair will now recognize Charlie Mulcahy, who is the Chairman of the HVAC Service, TABB and IAQ Committee for their report.

COMMITTEE CHAIRPERSON MULCAHY: Thank
you.

General President Sullivan,

General Secretary Kelly, General Executive Council, fellow delegates and invited guests, your Committee on HVAC Service, TABB and Indoor Air Quality is ready to report. The HVAC Service, TABB and Indoor Air Quality Committee is a newly formed committee that has been formed for the purpose of determining where this sector of the industry has been, where are we now, and where do we want or, rather, where do we need to go.

Before I go any further and the Secretary makes his report, I would like to acknowledge the Committee members and thank them for their time and effort: The HVAC Service, TABB and Indoor Air Quality Committee consisted of the following delegates:

Mark Landau, Local 83, Committee Secretary.

Bill Bradfield, Local 80

Paul Hayes, Local Union 218
Alfred Rodriguez, Local 265
Bob Schneider, Local Union 73
Pat Keenan, Local Union 19
Rick Werner, Local Union 104,
and myself committee chairman.

A special thanks to
International Representatives John
Beaulieu, Dale Hill and Brad Plueger, who,
along with NEMI director Erik Emblem,
assisted the Committee in analyzing the
survey data and the preparation of this
report.

The Committee would also like to
acknowledge all those local unions who
assisted us in this report by filling out
and returning the HVAC Service, TABB and
Indoor Air Quality surveys.

These surveys were invaluable in
determining where we are as a union today
in these sectors and as previously stated,
where do we want or need to go.

It is clear to the Committee
that the future of this organization
depends on our ability to further expand
into these markets. Contrary to what some local unions and the UA will tell you, no one craft controls this market. The return surveys reported that when the SMWIA combined with the IBEW and the UA, the unionized sector controls only 20 percent the HVAC service market. This leaves 80 percent of the existing market available for organizing new members and contractors.

In addition, the American Refrigeration Institute and the Commerce Department has estimated by the year 2010, an additional 53,000 new HVAC service technicians will be needed. And I will repeat that. By the year 2010, an additional 53,000 new HVAC service techs will be needed. Add this to the current 80 nonrepresented HVAC service technicians and consider what the addition of these potential members and market share would do for the health of the SMWIA and local unions.

It is important for us not to focus solely on commercial HVAC service.
The residential and light commercial market share numbers are most likely well below the 20 percent that was reported in the recent surveys. The potential here is enormous. For the year 2003, all construction expenditures were $91.6 billion. Of this amount, 53 percent was for residential construction. Currently, residential HVAC service and retrofit annual expenditures are almost 12 billion nationwide. A recent market potential estimate done by the Construction Labor Research Council/FMI Market Research reported that over the next two years, residential HVAC retrofit and service expenditures are projected to increase by more than 1.3 billion or 11 percent. The greatest projected increase in expenditures are expected in the service sector of 14 percent. Residential HVAC retrofits will also witness strong growth with spending increasing by 9 percent for the years 2003 through 2005.

Our union was not started by
Sheet Metal Workers who fabricated and installed duct work. We have survived because we have been able to adapt to changing technology. Many traditional aspects of the sheet metal industry are becoming increasingly low tech. The SMWIA and local unions need to reinvent themselves and pursue what has been to date nontraditional, high tech sector. Commercial and resident HVAC service, TABB, IAQ, commissioning and retro-commissioning of buildings, DDC systems, and NFPA 90a, which mandates the validation and certification of fire dampers. We are at a cross road, and the time is now to move into this new technology.

The Committee recognizes that many of our employers are niche contractors and are less than willing to step out of their comfort zone.

We need our contractors to pursue this work. However, we cannot sit by idly and with a hope and prayer let our contractors determine when and where to
pursue these sectors of our industry. The
SMWIA and the local unions need to step up
now and get into this business. Local
unions should adopt service addendums into
their collective bargaining agreements and
begin training HVAC service apprentices and
journey level workers.

The Committee recommends that
SMWIA set a goal to increase the numbers of
members performing both commerce and
residential HVAC service, TABB and Indoor
Air Quality by 20,000 by the next General
Convention.

At this time, Mr. Chairman, I
will turn the report of the HVAC Service,
TABB and Indoor Air Quantity Committee over
to Secretary Mark Landau, who, along with
the rest of the Committee, has done an
outstanding job.

COMMITTEE SECRETARY LANDAU: Good
afternoon.

Mr. Chairman, General President
Mike Sullivan, General Secretary Thomas
Kelly, members of the GEC, fellow
delegates, guests, the HVAC Service, TABB and Indoor Air Quality has met this past week. The Committee reviewed answers of the questionnaire that was distributed to all the local unions in the United States and Canada, and that these were specifically asked questions pertinent relative to Service, TABB and IAQ.

Our group tabulated the results and found the following:

The slide titled Membership by Classification shows the total building trades membership comprises 66,850, of which 3,057 are performing commercial HVAC Service or 4.7 percent. The same slide shows membership of 3,571, of which 1,383 are performing HVAC Service, or 39 percent of that group.

This slide shows a five-year comparison of the members performing HVAC service. 8.36 the local unions responding to the survey reported fewer members. 56 percent reported the same number of members, and only 35.7 reported an increase
in the number of members performing this work.

Slide No. 5. This slide reflects that the local union's reported that they are performing 16 percent of the commercial and residential HVAC, TABB and IAQ in area jurisdictions. The locals also reported that the union sector, that is, the IBEW, the SMWIA and the UA have a combined market share of 20 percent. This leaves 80 percent of that market sector unrepresented.

When determining organizing opportunities in the commercial, residential and IAQ markets, the following data was reported.

13.6 reported no chance of organizing in these markets. 23.3 reported limited chance of organizing these markets. 33.7 reported a good chance. 11.3 reported a very good chance, and 17.3 reported an excellent chance of organizing these markets. Therefore, 62.3 of the locals that responded to the survey reported at
least a good or better chance to organize these markets.

This slide is self explanatory.

Only 32 percent of the respondents have HVAC or commercial HVAC Service addendums or contracts that have been implemented.

As you can see in this slide, HVAC service of training apprentices and journeymen is under utilized. Our Committee recognizes a connection between those that train and have market share versus those that do not train.

The next slide shows that only 22 percent of the locals responding to the survey have a business representative or organizer assigned to HVAC Service. This is in contrast to the 62.3 percent of the locals that reported a good or better chance to capture this market. Perhaps this is why 82 percent of the locals responded reported that they would be interested in participating in a SMWIA training session specifically for HVAC service organizing.
The last question on the survey asks local unions to indicate their interest in HVAC service. 56 percent of the locals responded that they were at least or very interested in pursuing this work with either a gradual or aggressive plan to capture this addition market.

Additional data from the surveys, the top ten locals in a combined body count of commercial and residential HVAC Service, TABB and IAQ showed that 8 out of 10 have service addendums, 7 out of 10 have apprenticeship training standards, and 8 out of 10 have continuing education both on their apprenticeship level and journey level. The tomorrow 10 accounted for 3,099 of the 4,795 members or 65 percent.

The bottom ten locals in combined body count of commercial and residential HVAC, TABB and IAQ showed that 7 of the 10 have no commercial service addendums. Five of the 10 have no apprenticeship training standards, and 9 of
the 10 do not have continuing education for journey level workers.

The bottom ten accounts for 30 members of the 4,795 members, or less than 1 percent.

We were then provided with additional data from various NEMI task forces to review. Based on the knowledge gained from all these sources, as well as the personal experiences that our committee members possess and were brought to our table, we believe there are ten recommendations contained in this report that are crucial to our organization and its survival in the future.

The ten recommendations are as follows:

No. 1, the ITI should provide additional staff that has expertise in HVAC Service, TABB and IAQ to ensure our training schools have the help they need to make the adjustments and so adequate training in those facets of our industry can proceed timely. The ITI should use
this additional staff person to coordinate with the locals that organizing programs for HVAC service.

Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation. Is there any debate?

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

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY LANDAU: No. 2.

The marketing of HVAC Service should be a priority of the IA and local unions. We recommend that the SMWIA establish a marketing department or hire a group to promote not only HVAC service expertise but all aspects of our industry.

Mr. Chairman, I move for
adoption.

    COMMITTEE CHAIRPERSON MULCAHY:

Mr. Chairman, I second the motion.

    GENERAL PRESIDENT SULLIVAN: You heard

the Committee's report. Is there any

question?

    Anyone on the question?

    Seeing no one at the

microphones, all in favor, signify by

saying aye.

    (Chorus of ayes.)

    Opposed, nay.

    Adopted.

    COMMITTEE SECRETARY LANDAU: No. 3.

With the knowledge of the potential

increase in market share available, we

believe that now is the time to have an IA

organizer on staff that specializes with

HVAC service. It is essential that this

person be selected for this implementation

of this program, have the expertise in HVAC

service work himself. This HVAC staff

organizer would also assist the union in

establishing HVAC service addendums or
stand-alone contracts, and aid the local JATCs in the implementation of apprenticeship and journeyman curriculum. Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Seeing no one at the microphones, all in favor, signify by saying aye.

(Chorus of ayes.)
Opposed, nay.
Adopted.

COMMITTEE SECRETARY LANDAU: No. 4. The Committee suggests that the Department of Education, the ITI and NEMI coordinate their efforts to educate union leadership, the members, and contractors of the opportunities available to capture more market share in the HVAC service, TABB and commissioning industry. Mr. Chairman, I move for adoption.
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Seeing no one at the microphones, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

COMMITTEE SECRETARY LANDAU: No. 5.

Local unions should implement HVAC service apprenticeship programs and update their existing standards to the current national sheet metal apprenticeship standards that were developed by the ITI with their SACS, DOL or BAT representatives.

Please note, that these updated standards include language not only for HVAC service but also for TABB, IAQ and digital controls.

Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:

Mr. Chairman, I second the motion.
GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded to adopt the Committee's recommendation. All in favor, signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

COMMITTEE SECRETARY LANDAU: Local union should negotiate a commercial or residential service addendum or separate HVAC service agreements that address the specific needs of that facet of our industry.

Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:

Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: Again, you have heard the recommendation of the Committee.

Is there any discussion?

All those in favor, signify by saying aye.

(Chorus of ayes.)
Opposed, nay.

Adopted.

COMMITTEE SECRETARY LANDAU: No. 7.

The HVAC Service Task Force should be re-established to ensure that SMACNA and the contractors have input as to what their needs are so that we can jointly increase our market share.

Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:

Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: Again, you have heard the Committee's recommendation. Is there any speaking?

Seeing none, all in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

COMMITTEE SECRETARY LANDAU: No. 8. We recommend that the ITI and the SMWIA promote fast track HVAC service class that
has already been put in place and is
operational. This should be promoted to
the local unions, the contractors and our
members.

Mr. Chairman, I move for
adoption.

COMMITTEE CHAIRPERSON MULCAHY:
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's report. All in favor
of the Committee's recommendation, signify
by saying aye.

(Chorus of ayes.)

Opposed, nay.

So ordered.

COMMITTEE SECRETARY LANDAU: No. 9.
The SMWIA should establish a service
council that would meet at the BA
class every year. We also believe an
additional meeting should take place in
conjunction with Industry Week, thereby
providing SMACNA an opportunity to provide
our members with the input and support they
need.
Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the recommendation of the Committee. All in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

COMMITTEE SECRETARY LANDAU: No. 10.
The Committee recommends that the SMWIA set a goal that by the next General Convention, the present number of members performing residential, commercial or HVAC service, TABB and IAQ, be increased by 20,000 members.

Mr. Chairman, I move for adoption.

COMMITTEE CHAIRPERSON MULCAHY:
Mr. Chairman, I second the motion.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation. Is
there any speaking?

Seeing none, all in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

God bless us if we do. If we don't, we are going to really need help.

COMMITTEE SECRETARY LANDAU: It is a lofty goal, but I am sure we can all do it if we try.

The Committee would like to thank General President Sullivan and General Secretary Kelly and the Executive Council for their interest in these three aspects of our trade.

COMMITTEE CHAIRPERSON MULCAHY:

Mr. Chairman, I move that the report of the HVAC Service, TABB and Indoor Air Quality be accepted.

COMMITTEE SECRETARY LANDUA: I second that.

GENERAL PRESIDENT SULLIVAN: You heard
the Committee's motion to accept the full report of the Committee. Is there any discussion?

Seeing none, all in favor of the Committee's report, please signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

Thank you very much. We appreciate all the hard work that you did, and they did do a lot of good work.

Thank you.

(Appause.)

GENERAL PRESIDENT SULLIVAN: I just have one comment on what's going on. And I would suggest that, you know, every time we go into this debate on whose work is service, I think that when you see 80 percent of the market is nonunion, I wonder whose work service is, or who it belongs to now. It is pretty simple to me. It doesn't belong to anyone except us if we go out and organize it. So I appreciate the
Committee's report, and that is what we intend to do.

I will now call Erik Emblem for a NEMI report.

COMMITTEE CHAIRPERSON EMBLEM: General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, fellow delegates, brothers and sisters, I am proudly here to submit a report on NEMI and our last five years, and I propose to do so in the form of a film. So could be play the film, please.

(The NEMI film was played.)

(Applause.)

COMMITTEE CHAIRPERSON EMBLEM:

Delegates, General President, General Secretary-Treasurer, I am here to report after five years that NEMI has done a lot, and we stand ready to do a lot more.

I would like to recognize the team of people that stand behind NEMI and made it the success that it is today.
Obviously, our Trustees and my Board of Directors, I would like to introduce them now one by one:

Rob Walters, he's business manager of Local 100 in Washington, DC. (Applause.)

We have Joe Sellers, Business Manager, President of Local 19 in Philadelphia.

We have Craig Sandberg -- we heard a lot from him. He is Business Manager of Local 10 in Minneapolis.

And, of course, we have Reggie Hohenberger. He is Business Manager of Local 33 in Ohio. He has been a great, great addition to this.

(Applause.)

I would like to also tell you that the success of NEMI relies on lot of teamwork. And when you work with Mike Sullivan, he emphasizes teamwork. And the team is only as good as its leader, and Mike Sullivan is our leader. And by him allowing me to work with his team and the
teams at ITI and the teams at SHMOI has
made this a success. So the Department
heads, Joe Nigro, John Brittle, Tony
Picarazzi, Vince Panvini, Mike Small, Rich
McClees, Bill Butler, they have all come to
the aid of NEMI. They have all been there
when we needed something. They have all
been charged with assisting me when they
called, and believe me, they have stood up
to it.

My counter administrator is Ted
Kuczynski at ITI, Gary Batykefer at SMOHIT.
We work together. We work together not to
duplicate efforts and we also work together
to complement efforts so that all the
trusts work in unison to bring something
better for the sheet metal worker, for the
guy that went to work this morning and
didn't stay in one these luxury hotel
rooms. We all know that is where we came
from. We all know that's who we are
working for, or we don't deserve to be
here.

I would like to also recognize
my staff and the people who stand behind me
day-by-day and put up with me and my
antics, and my little idiosyncrasies:

Jack Webster, Director of
Certification. You know, without Jack, I
couldn't have done it at all. Jack has a
lot of history and has brought a lot to the
table for us.

Gary Nelson. He is our chief in
charge of the task forces. He has been
working with us about a year and has done a
great job.

John Wimer, our new operations
chief for the National Center, former
trustee and now running the center for us,
doing a wonderful job.

John Hamilton, our Assistant
Director of Certification and delivering
TABB classes and UFAD seminars throughout
the United States.

Gary Andis, my fireman, I call
him. He is always out putting out fires.
If we got to get out and get a training
class in an area to get somebody onto a job
site, whether it be TABB, whether it be
service, whether it has any expertise, Gary
is there and he is ready meet the challenge
and has done it.

And of course Davor Novosel, one
of our newest employees. He is our chief
technology officer with the National
Center. He is also cochair of the ASHRAE
Standards Committee. He brings a lot of
lot of growth and a lot of knowledge to our
team and a lot of credibility to the thing
we do for our industry.

Without these people, NEMI could
not be a success. And as we said, we
handed out today our report. It on your
table for you to read. I am not going to
read it to you. There is an awful lot
there, but our fiduciary has been met, our
challenge has been met, and I would like to
thank all of you people for supporting NEMI
and I look forward to working for you in
the future. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you
very much, Erik. Erik does a fantastic
job. If you just look at where we have come in five years and remember the last
convention, when there was a resolution on the floor to do away with the NEMI program.
If we would have made that decision at that time and had not turned that around, today we would not be looking at all of the progress that Erik and his guys have made.
It's pretty simple. In our organization, we have a standard. I know when we talk sometimes, we refer to things, as I did this, I did that. But, in reality, it is not what I do or any I does. It is what we do. And these guys and Erik and the people on our staff, and the people and the things that we have been trying to do, we have made this a "we" organization and we are all working together. And we are going to try to do our best to see to it five years from now when we come back with a report from NEMI that you all will be astounded and you will be able to see at least the same, if not more, progress than we made in the last five years.
So, again, thank you, Erik, and thank you to the Committee.

(Applause.)

I will now have Roy Ringwood come forward with a continuation of the Resolutions Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, Chairman Sullivan.

The Resolutions Committee has three resolutions regarding NEMI.

Secretary Joe Kerwan.

COMMITTEE SECRETARY KERWAN:

Resolution 7, 8 and 9 in your yellow book, submitted by the Southwest District Council, the North Central States Council and the Rocky Mountain District Council of Sheet Metal Workers are in support of the National Energy Management Institute, NEMI.

The Resolution Committee has combined Resolutions 7, 8 and 9 and restated certain whereas provisions and recommends concurrence with these resolutions, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I
second that adoption, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. Anyone at the microphones?

Seeing no one, all in favor of the Committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

COMMITTEE SECRETARY KERWAN: That concludes our partial report for today.

(Applause.)

GENERAL PRESIDENT SULLIVAN: We have a little more business to conclude if we want to get out of here at a good time tomorrow, so I am going to call on the Constitution Committee and the Chairman Bruce Word for a few more Constitutional amendments. Maybe if Craig could talk a little faster we might --

(Laughter.)

But I think he has probably been doing about all he can do.
COMMITTEE CHAIRPERSON WORD: He said if you give him much debate, he will slow down. Mr. Chairman, the Constitution Committee would like to continue its report at this time.

COMMITTEE SECRETARY SANDBERG: All right. Under Amendment No. 38. Article Twelve (12), Section 6(c), tellers and judge. Amend the second line of the last paragraph of the Section on page 55 by adding after the word "member" the phrase "but not himself," so that the paragraph will read as follows:

Each candidate for office shall be entitled, upon request, to appoint one good standing member but not himself as an observer at each polling site who shall be permitted to witness the manner of distribution, casting and tabulation of ballots.

The rationale behind this is, that campaigning is not permitted in the voting area. It is inconsistent, therefore, to permit a candidate to sit
with the tellers as his own observer when
the ballots are being distributed and cast.

The Committee recommends
concurrence with the proposed amendment. I
move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the Committee's report.

GENERAL PRESIDENT SULLIVAN: You have
heard the Committee's report. Microphone
No. 6.

DELEGATE ROB MACINTYRE (Local 235): I
would like to request an amendment to the
amendment. That also after "himself," be
added "and/or another candidate."
I recently experienced a
situation where another candidate was
nominated by another candidate.

GENERAL PRESIDENT SULLIVAN: Are you
talking about another candidate for another
office or for the same office?

DELEGATE ROB MACINTYRE (Local 235):
For another office, but they are all in the
same room.

FROM THE FLOOR: Second.
DELEGATE ROB MACINTYRE (Local 235): So it is a cute employ.

GENERAL PRESIDENT SULLIVAN: Okay. Is there a second?

(Chorus of seconds.)

GENERAL PRESIDENT SULLIVAN: Any debate on--we have a motion that would add "and/or another candidate" to the words that have -- to the amendment. Is there any debate on that? Any discussion on the motion to amend?

Seeing none, all in favor of the amendment, signify by saying aye.

(Chorus of ayes.)

All opposed?

Adopted.

Now, we will move to the amended motion, which will read as:

COMMITTEE SECRETARY SANDBERG: Each candidate for office shall be entitled upon request to appoint one good standing member, but not himself or another candidate, as an observer at each polling site who shall be permitted to witness the
manner of distribution, casting and tabulation of ballots.

GENERAL PRESIDENT SULLIVAN: Is there any on the question? Anyone speaking?

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

(Chorus of ayes.)

Opposed, nay.

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 44, Section 8(a) under business manager, amend the fifth line of the Section on page 64 by deleting word "including" and substituting the words "as well as appoint all labor" and add a new sentence after the second sentence which reads: The business manager, by virtue of his office, shall serve as trustee on all negotiated trust funds. So that the section shall read as follows:

The business manager shall have authority to direct and supervise all business representatives and shall serve as chairman of the committee which negotiates
wages, hours and conditions of employment.

He shall appoint all committees for which provisions are made, and collective bargaining agreements, as well as appoint all labor trustees or jointly trusted trust funds unless otherwise provided in the respected trust fund documents. The business manager, by virtue of his office, shall serve as trustee on all negotiated trust funds. The business manager shall have authority to implement the provisions of Resolution 78, the text of which is printed as appendix to this document.

Under the rationale, the business manager is a chief operating official of the local union.

As such, he appoints the labor trustees the trust funds and by virtue of his office, a corresponding responsibility should be a trustee himself on all trust funds.

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.
COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's proposal.

GENERAL PRESIDENT SULLIVAN: You heard the Committee's recommendation.

Microphone No. 2.

DELEGATE JOE BERGANTINO (Local 17):

Joe Bergantino, Local 17.

Mr. Chairman, in a multiple bargaining area local union, which covers multiple states and trust documents for different funds in those respective bargaining units, and whereas some of those trust funds stipulate that the trustees come from that bargaining area, where it says that the business manager by virtue of his office shall serve as trustee on all negotiated trust funds and the business manager is from -- his funds are tied into a different bargaining area trust fund area, how does that coincide with this here?

Because we have had a situation, as you are well aware, a few months back on
this situation.

GENERAL PRESIDENT SULLIVAN: The resolution states, "Otherwise provided in the respective trust documents," so if the trust documents address that, that is the way that that would be handled. The trust documents would specify it has to be from that area only, then that is the way it would have to be handled.

DELEGATE JOE BERGANTINO (Local 17): Only because it says "shall"?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE JOE BERGANTINO (Local 17): So the trust fund does supersede the language --

GENERAL PRESIDENT SULLIVAN: Absolutely.

DELEGATE JOE BERGANTINO (Local 17): -- in the Constitution?

GENERAL PRESIDENT SULLIVAN: Yes. We cannot supersede a trust document.

Microphone No. 2.

DELEGATE BOB KEOGH (Local 17):

Thank you, Mr. General President.
Clarification on that. The business --

GENERAL PRESIDENT SULLIVAN: Introduce yourself again.

DELEGATE BOB KEOGH (Local 17): Excuse me. Bob Keogh, Local 17, Funds Administration.

The business manager, by virtue of his office, shall serve as a trustee on all negotiated funds?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE BOB KEOGH (Local 17): But it doesn't say, "Unless." Couldn't an amendment be put in there that says, "Unless otherwise provided in respect to trust documents."

GENERAL PRESIDENT SULLIVAN: It does say, "Unless otherwise" -- in what was read, it says, "Unless otherwise provided for."

DELEGATE BOB KEOGH (Local 17): Right.

But that is talking about the provision before that about appointing all labor trustees. There is a period after that sentence.
GENERAL PRESIDENT SULLIVAN: That is the way it is interpreted by the President who interprets the Constitution.

(Applause and laughter.)

DELEGATE BOB KEOGH (Local 17): I guess you got me there, Mike, but isn't the National Pension Fund a negotiated trust fund?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE BOB KEOGH (Local 17): So wouldn't the business manager from Local 17 be automatically, by virtue of his office, a trustee on the National Pension Fund.

GENERAL PRESIDENT SULLIVAN: I am the business manager of the International, so I am an automatic trustee, and I appoint trustees from those who participate in the trust fund.

DELEGATE BOB KEOGH (Local 17): Oh, okay. Thank you, Mike.

GENERAL PRESIDENT SULLIVAN: Thank you.

Any further discussion?

All in favor, signify by saying
aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 82. Here again, this is not in the book. It is on the stuff that was handed out Monday. Section 8(b).

Amend the third line of the section on page 64 by adding after the word "agreements" the words "and enforcement thereof" so that the beginning of the section will read as follows:

Business managers and business representatives shall represent their local unions and members thereof in matters pertaining to organizing the unorganized, collective bargaining agreements, and enforcement thereof, wages, hours, conditions of employment and jurisdictional matters...

This amendment reinforces the responsibility of business managers and
business representatives to enforce collective bargaining agreements, including trust fund obligations, and that they are accountable if they fail to do so.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Any speaking?

All those in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 45, Section 8(b).

Amend this section to add a third paragraph which reads as follows:

All newly elected business managers and business representatives are
required to attend the business agents
classes conducted by the Educational
Department within one (1) year of election.

The rationale behind this is very simple. A week-long educational
program at the Meany Center for new business managers and reps is valuable.
They learn what is expected of them and the pitfalls to avoid. It is an opportunity to
network with other local union officials.
New organizers and newly-elected full-time officers are also encouraged to attend,
provided there is space available.

All full-time elected officials are also strongly encouraged to attend classes in basic organizing,
communications, and strategic campaigns.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's recommendation.
Microphone No. 1.

DELEGATE LOU MEDINA (Local 105): Lou Medina, Business Rep, Local 105, Los Angeles.

If this motion is adopted, does it take effect from this day forward, or is it for those that were elected within 2004?

GENERAL PRESIDENT SULLIVAN: It will take effect this day -- from this point forward.

DELEGATE LOU MEDINA (Local 105):

Thank you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):

Jim Paquette for Local 280, Vancouver.

I was fortunate enough when I was first elected in 1997 to attend the Meany Center, and I also came from a local union at that time. I believe it was the first local union ever to reelect five brand new business agents at one time. I was the only one that attended, and I benefited greatly from my participation.
there. When I had a newly-elected for
business representative last year, I got
him to attend, and I believe he has
benefited, as well.

My question is, is there enough
room or how many people -- if there is only
one newly-elected business representative
class at the Meany Center per year, is that
enough to possibly accommodate all
newly-elected representatives?

GENERAL PRESIDENT SULLIVAN: If
necessary, we will have multiple classes.

DELEGATE JIM PAQUETTE (Local 280):

Thank you.

GENERAL PRESIDENT SULLIVAN: Any other
questions or comments?

Seeing none, all in favor of the
committee's recommendation, signify by
saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:
Amendment No. 46, Article 16, Section 1(d)(1), Owner-Members.

This amendment is related to No. 47 and No. 83 and encompasses the first resolve of Resolution 16-C in the yellow book. These amendments and resolutions all address owner-members in the concept of one-man shops and how payment of fringe benefits shall apply.

The committee received a request to rewrite the entire subsection but chose not to. Therefore, amend the fourth and fifth lines of this subsection on page 68 by deleting after the word "association" the remainder of the subsection so that it will read as follows:

The sheet metal shop or business with which he is connected is in signed agreement with the local union or local unions having jurisdiction over the shop and the shop must employ at least one journeyman sheet metal worker who is a member of this Association.

We want to encourage members to
become contractors and remove restrictions from going into business, such as in the service industry. For pension purposes, owner-members must incorporate. Any concerns a local union may have it can negotiate in its local area collective bargaining agreement.

The committee recommends concurrence with the proposed amendment and nonconcurrence with the first resolve of Resolution No. 16-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee recommendation.

I don't see anyone moving to the microphones, so all in favor of the committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.
Amendment No. 47, Article 16, Section 1(d)(5), Owner-Members.

This amendment also encompasses the second resolve of Resolution 16-C in the yellow booklet.

Amend this subsection on page 68 by deleting after the word "pay" in the first line the words "the minimum regular workweek hours per week to all fringe benefit programs under the collective bargaining agreement; provided, however, that if the owner-member works in excess of the minimum number of hours, he shall pay"; and amend the sixth line by deleting the word "said" and substituting the words "the respective"; and amend the end of this subsection by adding the words "unless that collective bargaining agreement provides for a different requirement." So that the subsection will read as follows:

Any owner-member working with the tools of the trade shall pay to all fringe benefit programs for the actual
hours worked in accordance with the
respective collective bargaining agreement,
unless that collective bargaining agreement
provides for a different requirement.

The previous language was burdensome for owner-members, especially those members who were just trying to open a shop and establish a business. This amendment requires owner-members to pay fringe benefit contributions on hours actually worked or as provided in the applicable collective bargaining agreement. Additionally, the National Pension Fund no longer requires owner-members to contribute for the minimum number of hours in a workweek.

The committee recommends concurrence with the proposed amendment and concurrence with the second resolve of Resolution No. 16-C to the extent that it is consistent with Amendment No. 47.

I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion for adoption.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

Any speaking?

Seeing none, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Proposed Amendment No. 83. It is in the handout you got Monday. Article 16, New Section 1(d)(6).

Amend this section on page 68 by adding the following subsection.

Nothing herein shall be construed to confer eligibility for benefits to an owner-member from any particular employee or fringe benefit plan nor supersede any minimum hours or participation requirements of such plans.

Every fringe benefit plan has its own provisions concerning
owner-members. This amendment alerts an
owner-member that just because he is
contributing to a fringe benefit plan does
not mean he is automatically eligible to
receive benefits in the future. It is
necessary for an owner-member to check with
each fund or plan to find out what the
requirements are. For instance, the
registration statement sent to
owner-members by the National Pension Fund
sets forth many of the owner-member
participation requirements.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have
heard the committee's report.

Seeing no one at the
microphones, all in favor of the
committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.
Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 48, Article 16, Section 1(f), Associate Membership.

The changes to the language of this section are in your blue booklets. Rather than read all of the changes, I will just read the new section itself.

Each applicant for associate membership must be of good moral character and concerned with the issues affecting sheet metal workers and this Association.

Applicants for associate membership shall file an application with the General Secretary-Treasurer. If the applicant is found to be eligible, he or she will be granted membership. The General Executive Council will be notified periodically of all new associate members.

An associate member shall not be entitled to attend local union meetings or be permitted to vote for election of local union officers.
Associate members shall pay dues at the rate of twelve dollars ($12.00) per year. The General Executive Council shall establish and change the dues as it deems appropriate. Dues shall be paid directly to the General Secretary-Treasurer, and shall be acknowledged on official receipts. Standing of associate members shall be determined by duplicate copies of official receipts properly issued recording payments actually made in the manner specified in this Constitution.

When an associate member becomes delinquent in the payment of associate member dues, he or she shall be recorded suspended by the General Secretary-Treasurer without notice.

Previously associate members had to live outside of the United States and Canada. Not surprisingly, we don't have any. The General Executive Council recommends that instead associate members be individuals concerned with the issues affecting sheet metal workers and the
well-being of this union, such as widows of deceased members, as well as available for certain types of workers who cannot legally be organized by the limitations of current labor laws.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):

Jim Paquette for Local 280. For just a question on this amendment, if it passes, how far back would the IA be willing to go? Because I think I have a few people that would be willing to pay the $12.00 dues back quite a number of years.

GENERAL PRESIDENT SULLIVAN: I think it would depend on the situation, and we would probably have to look at that. It is not the intent to allow retired members to be associate members.
We would take a look at it, and I think any request that you would send in, we would look at.

Without the specifics and a lot of detail, it would be difficult to say at this point, but our intent is to do as the amendment has suggested.

DELEGATE JIM PAQUETTE (Local 280):

Thank you.

GENERAL PRESIDENT SULLIVAN: You have now heard the committee's report.

On the committee report, all in favor of the committee's report and its adoption, please signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 49, Article 16, Section 2.

There has been confusion when reading the next three sections together. The intent was to streamline the application process as close to eight days
after the start of employment as possible. The amendments provide that the financial secretary-treasurer shall accept the application, notify the applicant, and report a list of new members to the local executive board or at the next regular membership meeting. The deposit of at least twenty-five dollars ($25.00) towards the initiation fee and one month's dues are to be paid at least eight (8) days after an applicant begins employment.

Therefore, we would amend the fifth and sixth lines of the first paragraph of this section on page 69 by deleting after the word "Secretary-Treasurer" the remainder of the paragraph and substituting the following language, "who shall accept the application and notify the applicant. The financial secretary-treasurer shall report a list of new members to the executive board and to the next regular meeting of the local union"; and amend the second paragraph by deleting the first sentence; and amend the
fifth and sixth lines of the second paragraph by deleting after the word "immediately" the phrase "forfeit all right to further consideration of his application" and substituting the phrase "have his application rescinded" so that the section will read as follows:

Each qualified applicant for membership shall fill out the standard form of application prepared by this Association, which shall be accompanied by a deposit of not less than twenty-five dollars ($25.00) toward the payment of initiation fee and be filed with the financial secretary-treasurer who shall accept the application and notify the applicant. The financial secretary-treasurer shall report a list of new members to the executive board and to the next regular meeting of the local union.

Anyone who shall certify to any false statement or answer on official form of application for membership or who shall
otherwise by false pretense misrepresent or fraud attempt to secure membership in this Association or any local union or council thereof shall immediately have his application rescinded and forfeit all moneys paid by him toward initiation fees.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.

DELEGATE JOHN PARKER (Local 435):

Thank you, Mike. John Parker, Local 435.

I just want to get a clarification on the eight-day ruling of actually get the $25 and making the guy a member within eight days. I think you know that that does not always work out, and I am just asking, is it the intent to bypass the assignment to the executive board at a regular meeting and insist that he be made a member regardless of whether the
executive board has an opportunity to talk to him?

GENERAL PRESIDENT SULLIVAN: That's exactly correct.

Microphone No. 2.

DELEGATE STEVE DODD (Local 137):

Mr. Chairman, Steve Dodd, Local 137.

Just probably for clarification. I am sure it was going to be done anyway. That would say, "Have his or her application"?

GENERAL PRESIDENT SULLIVAN: Yes, that's the way it will read by the amendment that has previously been passed. Any further discussion?

All in favor of the committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 50, Article 16, Section 3(a).

The committee modified this
amendment by combining ideas in No. 1 and 2
on page 70 of the Constitution and by
moving the idea in the last sentence to
Section 4. This amendment and the next one
were passed out at the beginning of the
Convention so you could review the
modifications.

You would amend the first line
of this section on page 70 by deleting
"after an applicant has been approved he"
and substituting "every applicant"; and
amend the second line by adding after the
word "of" the phrase "the deposit toward
initiation fee and"; and amend the seventh
and eighth lines by deleting "two, has
examined the same and willingly subscribes
to the provisions thereof" and substituting
"and shall be responsible to examine and
subscribe to same."

And amend by changing three (3)
in the eighth line to two (2) and four (4)
in the 11th line to three (3); and amend
further by deleting the last sentence to
the section so that the first two sentences
will read as follows -- and we will straighten this out right now.

Every applicant shall be initiated upon receipt by the local union of the deposit toward initiation fee and one month's dues which payment must be paid within eight (8) days after the beginning of his employment.

He shall be notified to appear at a meeting of the local union to take the obligation of membership or complete the standard official form of application in the presence of two members and acknowledge that he has been furnished with a copy of the Constitution and Ritual of this Association and shall be responsible to examine and subscribe to same.

And, two, agrees to be governed by the principles and policies of this Association and this Constitution thereof, as they then exist or as they may be changed or amended thereafter.

And, three, will further abide by the valid bylaws, rules, and decisions
of the local union.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report board.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

Microphone No. 2.

DELEGATE DAVE PATTON (Local 33):

Thank you. Dave Patton, Local 33.

The area that I cover, I am the only one in the office, and when I sign someone up, I am the only one there. And as far as having someone go to a local union meeting, our meetings are in Cleveland one month, then Toledo, then Charleston, and it becomes very cumbersome, and so I would like to know if we can do something about that.

GENERAL PRESIDENT SULLIVAN: I would suggest that you swear him in right there.

As soon as he pays, swear him in.
DELEGATE DAVE PATTON (Local 33):

Right. But what you are saying is, you have to have two people there when you sign him up.

GENERAL PRESIDENT SULLIVAN: You don’t have another person in your office?

DELEGATE DAVE PATTON (Local 33): No.

I am the only one there. Just me.

GENERAL PRESIDENT SULLIVAN: You and he is two.

DELEGATE DAVE PATTON (Local 33): Okay. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: And under those unique circumstances, that is what I would allow. I would say that the idea of this is not to have people turned away because of actions of membership who might not quite understand why we are organizing.

Microphone No. 5.

DELEGATE GREG REID (Local 8): Greg Reid, Local 8.

On the eight days after the applicant begins employment, we have a
check-off system. When the company checks off his dues, would that be considered dues paid?

GENERAL PRESIDENT SULLIVAN: When the dues are checked off, until you get them, he is -- we would understand that as a circumstance where you would have to wait until you got the one month's -- until you actually got dues. It would not have to be in your hands, but he would have had to pay it and the company would have to be forwarding it to you -- in the process of forwarding it to you, and the same with initiation fee.

Microphone No. 4.

DELEGATE JOHN PARKER (Local 435):

John Parker, Local 435.

Mike, my local union has a strong tradition of bringing new members to the meeting and swearing them in and then recessing, congratulating them.

The executive board has not refused to accept any member, and I am just wondering, when the application is filled
out, as soon as the guy signs it within the eight days, he effectively has agreed to the oath.

Is it appropriate to still tell him I want him at the union meeting to do it in front of the members?

GENERAL PRESIDENT SULLIVAN: Sure. I don't think that there is anything wrong with that, but he is already a member and he has already complied with all of the responsibilities under the Constitution.

I would say that would be fine, and it would probably be good for him to come. But, like I said, the object behind this is to not allow anyone to deny anyone who chooses to be a member of this International and a local union that pays his responsible obligations under the Constitution.

More speaking? No, okay.

You have heard the committee's recommendation. All in favor of the committee's recommendation, signify by saying aye.
(Chorus of ayes.)

All opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 51, that would be a New

Section 4.

The committee substituted new

language for this amendment which was

passed out to you on Monday.

Amend by deleting the current

language in this section on page 71

substituting the following language:

In the event an applicant is

initiated for membership, except one

serving an apprenticeship, but fails to pay

his full initiation fee within six (6)

months from the date of his application for

membership, he shall be automatically

suspended from membership and forfeit all

moneys paid by him toward initiation fee,

unless the time is extended by action of

the local union.

Since the maximum initiation fee
will be five hundred dollars ($500.00), the
initiation fee should be payable within six
months in most instances.

The committee recommends
concurrence with this proposed amendment,
and I move adoption of the committee's
report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have
heard the committee's report. Any
speaking? See when a guy gets up and goes
toward a microphone, I think maybe -- but
he passes it.

So seeing no one at the
microphones, all in favor of the
committee's recommendation, signify by
saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 53, Article 16, Section 8(a).
Amend this section by adding a new sentence at the end of this section which will read as follows:

Members on a regular withdrawal card are not eligible to make application for a special withdrawal card or for special limited membership.

Under this a member on a regular withdrawal card experiences a break in his status as a good standing member. Whereas, a special limited member does not. Also, a member on a regular withdrawal card is required to pay a reinstatement fee and difference of initiation fee, if any. Whereas, a special limited member or a member on a special withdrawal card pays no reinstatement fee and no difference in initiation fee. A member on regular withdrawal card should not be permitted to take advantage of the special privileges afforded to a special limited member or a member on a special withdrawal card.

The committee recommends concurrence with the proposed amendment. I
move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 54, Article 16, Section 8(b).

Amend the section on page 75 by adding a new second paragraph that will read as follows:

Any member of the National Guard or Reserves, activated by the Armed Forces, shall immediately be issued special limited membership after his regular dues are paid to and for the month in which he was activated. The dues of one dollar and twenty-five cents ($1.25) per month, paid quarterly in advance, shall be paid by the
local union, not by the member.

The rationale here is obvious.
The war in Iraq has resulted in many of our members in Reserves and National Guard being called in to active duty and, in many cases, being sent overseas unexpectedly.

This is not the same as when someone joins the military and knows they have a chance of being sent overseas. This amendment will protect their union membership so they do not have to worry about that in addition to the possibility of being sent to a war zone.

The wording for special limited membership for members entering the Armed Forces shall remain the same, which gives the local union the option of paying the dues or the letting the member pay the dues.

The committee recommends concurrence with the proposed amendment. I moved adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the report.
GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 59, Article 18, Section 2(i).

Amend the first line of the section on page 89 by deleting the words "any party" and substituting the words "the accused" so that the section will read as follows:

In the event the accused is employed at a point one hundred (100) or more miles distant from the point at which such trial is to be held, such party may submit his evidence in written form and shall not be required to attend the trial in person.

The rationale here is that unlike the accused, the charging party must
be present at the trial to submit evidence in support of the charge or the accused will be found not guilty.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: Under Amendment No. 85, Article 16, there is a New Section 15.

This amendment was passed as a friendly amendment on Monday morning before the Credentials Committee gave its report by Stan Karczynski.

It has since been passed out,
and you should formally adopt it. And I would so move.

COMMITTEE CHAIRPERSON WORD: I second the motion.

GENERAL PRESIDENT SULLIVAN: This is the amendment concerning honorary membership that we did prior to Mayor Daley on Monday morning.

Any question? Seeing none, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay (No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 90. This was handed out on Monday. Article 13, Section 9, Automatic Delegates.

Amend the fifth line of this section on page 65 by adding the words "federal and shipyard" after the word "production." The new section will read as follows:
Subject to the provisions of Article 7, Section 3, by virtue of their offices and as part of their duties as such, the elected full-time salaried officers, business manager and business representatives of each local union, and the president and/or business manager of a production, federal or shipyard local without full-time salaried officers shall serve as delegates of the local union to the General Convention of this Association, provided that this section shall not be applied in such manner as to entitle any local union to more delegates than are provided for in Article 7, Section 2(b) of this Constitution nor shall this section be construed to require a local union to send more delegates than it desires to represent it.

The federal and shipyard locals have a part-time president and/or business manager, like many production locals, and should be automatic delegates to the Conventions also.
The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

All in favor of the committee's report, say aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: That concludes a partial report of the Constitution committee.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Again, they are not finished yet. I would need a motion that we start the meeting at 8:30 in the morning and go to completion? Do you want to start at 8:00?

The motion is to start at 8:00 and run through completion.
UNIDENTIFIED DELEGATE: Second.

GENERAL PRESIDENT SULLIVAN: All in favor?

(Chorus of ayes.)

Opposed?

(No response.)

Thank you. We will get done tomorrow. Now, remember, we have a little march we are going to take, but there is one piece of business that I want to address that I feel is very important.

When I left the room this afternoon, the motion for president emeritus was discussed and voted on, and the portion that I recommended -- the amendment that I recommended was made and passed, and the motion was made and passed. I have to tell you that I have heard that maybe the vote wasn't quite -- some people have some concern that it might not be fair and that it might have been a close vote.

So tomorrow morning I will entertain a motion from one who voted for
the motion to reconsider the emeritus amendment, and the reason I am taking that position is, I do not want anyone to leave this Convention thinking that there is anything that has been railroaded through, no matter who it benefits.

(Applause.)

So tomorrow morning we will rediscuss the amendment, and at this time I will recognize Secretary-Treasurer Kelly for some announcements.

GENERAL SECRETARY-TREASURER KELLY:

Thank you, Mr. Chairman. Several announcements here, and then I am going to give you the directions on how we are going to go down to the demonstration.

If anyone found a cell phone in the bathroom, please contact Doug Hehnke.

New Jersey State Council, $1,000 for Make-a-Wish.

Once again, the banners, take them down as soon as we are done tomorrow if you want to take them home with you.
Business managers remind your delegates to visit the PAL booth and also for the raffle tickets. Again, for the drawing, the winners of United Memorial’s drawing are Troy Wagner, 24, Sandra Gibson, 71, and please pick up your prize in the exhibit area.

Order forms will be available outside of the International Ballroom to purchase the official Convention photo.

And when we leave here today, go through the ballroom, which we had the party in Sunday night, go down the stairs, out the door, turn left, and go down Michigan Avenue. Cross at the street, and we will stage there until the General President arrives, and he will lead us up the street.

Through the ballroom, down the stairs, out the door, left, across the street. We will muster there, and when Mike arrives, then we will go up the street. See you in the morning.
(At 5:00 p.m., Thursday, August 26, 2004, the Convention recessed, to reconvene at 8:00 a.m., Friday, August 27, 2004.)
PROCEEDINGS

SHEET METAL WORKERS'
INTERNATIONAL ASSOCIATION

FRIDAY'S PROCEEDINGS

41st General Convention

August 27, 2004

Chicago Hilton Hotel

Chicago, Illinois
FIFTH DAY
Friday, August 27, 2004
Chicago Hilton Hotel
Chicago, Illinois

The 41st General Convention of the Sheet Metal Workers' International Association was called to order at 8:00 a.m., Friday, August 27, 2004, in the Chicago Hilton Hotel, Chicago, Illinois, General President Michael Sullivan presiding.

GENERAL PRESIDENT SULLIVAN: Will the delegates kindly take their seats.
Delegates kindly take their seats.

If we are lucky we can be out of here at one o'clock. If we're lucky, it will take a little cooperation. But so far the agenda looks like it is going to go to one o'clock.

GENERAL SECRETARY-TREASURER KELLY: We will do a couple announcements here before we have our invocation. If you have not already purchased your 50/50 raffle tickets for the Scholarship Foundation, please do
them by ten o'clock today. The drawing will be held before the end of the session.

We have a new e-mail system that will allow us to send important information to you. Please fill out the white card and pass it to the center aisle for a pick up.

There was a drawing this morning for the hard hats. I guess everybody left their business card in the SMOHIT booth and the winners are Pat Fagan from Local 12, and John Helak, Local 71.

(Applause.)

GENERAL SECRETARY-TREASURER KELLY: I have them up here any time you want to come up and get them.

This is that information card on the e-mail. That concludes the announcements.

And Alan McQuillan will now deliver the invocation for the Convention this morning.

Alan.

DELEGATE ALAN McQUILLAN (Local 473): Lord, we ask that you look benevolently on
all delegates of all religious denominations at this Convention. We humbly ask you bless this gathering and protect us on our journey home on this, the last day of Convention.

   Amen.

   (Applause.)

   GENERAL SECRETARY-TREASURER KELLY:

   Rather than to have to hand out an envelope, it was a hand shake. Thank you, Alan.

   That concludes it, Mr. Chairman.

   GENERAL PRESIDENT SULLIVAN: The conductors for Friday will be:

   Kenneth Rooker, Business Representative, Local Union 105, Los Angeles.

   Douglas Polley, Business Representative, Local Union 85 Business Representative.

   Andrew Williams, Business Representative, Local Union 44, Northeastern Pennsylvania.

   James Scott, Business
Representative, Local Union 104, San Francisco.

Robert Ford, Business Representative, Local Union 33, Northern Ohio.

Mark Shughart, Local Union 77, Topeka Kansas.

Dante Dano, Jr., Business Representative, Local Union 137, Long Island City, New York.

Stephen Quaranto, Business Representative, Local Union 38, Southeastern New York.

Dewayne Chastain, Business Representative, Local Union 5, East Tennessee.

GENERAL PRESIDENT SULLIVAN: At this time I would like to call for the memoriam video.

(In Memoriam video played.)

(Applause.)

GENERAL PRESIDENT SULLIVAN: I would kindly request that we all stand for a
minute of silence for our departed.
Brothers.
(Moment of silence.)
Thank you.
At this time I would like to recognize Vice President Stan Karczynski to make a presentation of a charitable contribution to the Make-a-Wish Foundation.
Stan.
Sorry. We will have to hold off on that. Could we have the oral history on Bill Fillippini. What I am trying to do is, we have a couple of guests that are coming in before we get into the business, and we will try to get that aside. And because we started early, they are not quite here yet.
As soon as they get here, after they are done, we will move into our business.
So if we can have the oral history video of Bill Fillippini.
(Bill Fillippini video played.)
(Applause.)

We were going to hold off and move into some other business, but it seems as though because we are running so early this morning, that some of the guest speakers are not here and may not be here for a little bit; so I will go ahead with the agenda as we talked about last evening.

Yesterday we had a vote on the General President Emeritus amendment, and there was some discussion as to whether it was passed by two-thirds; and it seemed as though there was quite a bit of confusion.

I chose to leave the room at that time because I felt as though the resolution would affect future presidents, but it also would affect me. And I did not want to be present to appear to be -- to put it bluntly, for someone to think that I would be standing here trying to intimidate a vote, and so I left and wanted everyone to have the opportunity to voice their opinion and feel free about that.

And it is my understanding that
under the rules of the Convention, that the
motion was made and seconded, and there was
an amendment made that I had offered and it
was seconded.

The amendment passed and then
the motion passed by voice vote. If there
was to be any action taken by the
Convention, it should have been at that
particular time, someone should have gotten
up and called for a standing vote. That
was not done, but yet, as I said, there was
some discussion -- quite a bit of
discussion about it and about how it came
about.

So I decided that even though
the Convention had taken the action, that I
would consider it this morning, so that
everyone would have an opportunity to feel
as though when they left here there was not
anything done that was the wool trying to
be pulled over anyone's head.

So I said that I would take a
motion to reconsider, which I will do. The
motion has to come. It has to come from
someone who voted for the amendment, and it has to be seconded. And I believe it has to be passed by voice vote to reconsider and then the resolution would be reconsidered.

Let me -- before we get into that, let me try to clear up the whole scenario so that everyone fully understands. The GEC submitted a resolution to the Constitution Committee concerning the President Emeritus for the purpose of compensation for the General President when he retires if there was a pension lost by law that -- vested benefits that he had earned that he could not collect.

They put a maximum. The Committee was a bit uncomfortable with no number being there, so they came back and recommended, let's put a maximum number on it, so it will not exceed so anyone would not think someone was being paid to be retired as President Emeritus.

So what the motion, what the
intent of the people, the General Executive Council, who submitted the resolution, was just this: It is similar to you in a local union. If you have pension benefits paid in to a fund on your behalf, you intend, when you retire, to collect those pension benefits.

And we have changed our pension programs so that our members can get benefits for all time worked and for -- to receive their pension benefits. It the same way, only I happen to be or people in my position, because I have been on staff, or I have been a Vice President for 21 years of this International.

When I retire, pension benefits that I have earned, I will not be able to receive. The money has been put into the pension fund to pay those benefits. But I will not be able to draw those benefits.

This motion or this resolution was to see to it that I got my pension benefits. Or anyone that came after me got their earned, vested earned pension
benefits and that is what it was all about. It was not all about -- I want to make it very clear. I would never, nor would I ever accept any situation to where, as a retiree, I wanted to be paid to be retired. It came down to vested earned pension benefits that I will not be able to collect, and it is just that simple. So, at this time, if you feel like there is any other -- I think that is about as simple as it can be. At this time, I will introduce, or I will request that anyone who wants to reconsider the motion, go to the microphone and make a motion to reconsider.

Microphone No. 3.

DELEGATE RICH OSLAND (Local 66):

Mr. President, I make motion we reconsider this item.

GENERAL PRESIDENT SULLIVAN: You have to give me your name.

DELEGATE RICH OSLAND (Local 66): I have to state I did vote for both the amendment and the amendment to the amendment.
GENERAL PRESIDENT SULLIVAN: Thank you.

Is there a second?

(Chorus of seconds.)

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded. Now, we will move to the motion. On the question, any debate?

Microphone No. 4. No? No.

Microphone 4 decided no.

Microphone No. 5.

DELEGATE BENNY HERNANDEZ (Local 11):

I rise now to support or not support this. The only thing I rise to is to make one comment. If this were the Carpenters International convention, Doug McCarthy, you wouldn't be getting the opportunity you are getting this morning.

Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you.

I will move to microphone No. 4.

DELEGATE DAN BURROUGHS (Local 280): I
just want to make a clarification. Right now are we talking about the amendment that was made yesterday or the original motion?

GENERAL PRESIDENT SULLIVAN: We are talking about the motion that was acted upon and passed, which would be including the amendment for reconsideration.

Microphone --

DELEGATE DAN BURROUGHS (Local 280):

Thank you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 3.

DELEGATE RICHARD OSLAND (Local 66):

Point of order, Mr. President.

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE RICHARD OSLAND (Local 66):

What we are acting upon is the motion to reconsider.

GENERAL PRESIDENT SULLIVAN: Yes, we are. Thank you very much.

Any further discussion?

Microphone No. 3.

DELEGATE RICHARD OSLAND (Local 66):

Thank you, Mr. Chairman. I think that we
need to reconsider and make a full
examination of the potential consequences
of adding this to our Constitution. We
need to stop and consider not only what is
going to happen but what potentially could
happen with this change.

GENERAL PRESIDENT SULLIVAN: Any
further discussion on the motion to
reconsider? All those in favor of
reconsideration, signify by saying aye.
(Chorus of ayes.)
Opposed?
(Chorus of nays.)
All those in favor of
reconsideration, stand.
(Standing vote taken.)
Thank you. You can be seated.
All those opposed to
reconsideration, please stand.
(Standing vote taken.)
The ayes have it, and we will
reconsider. I realize it was close. Now
on the primary motion, discussion on the
motion.
DELEGATE JAMES JACKSON (Local 30):

James Jackson, Local 30, Sheet Metal Workers Toronto, General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, I just rose to oppose to reconsider because I believe the decision we made yesterday based on General President Emeritus was the right decision.

I believe that the vote taken yesterday was two-thirds and was in the confines of the rules of order or parliamentary procedure. What we need to do today is do what we did on Wednesday, when we elected the General President, when we elected the General Secretary-Treasurer, when we elected the General Executive Council. We did that unanimously, united as a body.

Five years from now, the wisdom that is on that podium could quite possibly be leaving. That wisdom -- 21 years he just stated on the GEC. That is something
that many people can rely on that we need
in the future to continue to guide us as we
change.

I think when we take this vote
today, there is no moneys here no more.
Anybody that gets compensated for doing any
work, should be compensated. As far as
pure compensation, we have to make a
statement clear that we are 100 percent
behind this resolution, as we were
100 percent behind the election of every
single person on that podium today. Thank
you, Brother Chairman.

GENERAL PRESIDENT SULLIVAN: Thank
you. Microphone No. 3.

DELEGATE RICHARD OSLAND (Local 66):
Thank you, Mr. President. Like I stated
earlier, I voted for both the amendment and
the amendment to the amendment yesterday,
but I think we need to stop and think about
this.

I prepared a couple of notes
here because I didn't want to miss
anything. But I heard a lot of glowing
compliments of our General President
yesterday, and I concur with them. I think
he is a great guy, but we are not talking
about our General President here.

We are not talking about Mike
Sullivan. That is not what this is about.
We are talking about our Constitution. We
can't write our Constitution on the premise
that we are going to have a good General
President and that we are going to have a
good General Executive Council and that
everybody is going to be in it for the best
interest of the entire union.

We have to write our
Constitution on the premise that we are not
going to have a good General President and
we are not going to have a good General
Executive Council and they are not going to
be in it for the best interest of the
union.

You have to use that
Constitution to limit the damage that can
be done by somebody who is in there merely
for their own self-interest. I heard a lot
of talk about the great GEC that we had yesterday, and I believe that that is true. We have a good bunch of guys up there, but they are not going to be there forever. Take a look up there at those guys.

(Laughter.)

In five years how many of them could retire? How many of them could retire in five years? Every one of them that could be retired in five years could be a General President Emeritus, every one of them.

And not only that, our retired General President right now, Arthur Moore, could also be a General President Emeritus. If we pass this, that General Executive Council could take a two-minute break, name Arthur Moore our General President Emeritus, send him on a five-year tour of Europe to organize Europe with a per diem of $500 a day and say, "That seems like a reasonable expense to me."

We couldn't do a thing about it. We couldn't do a thing about it. We would
have to wait five years to come back here
and say, "Maybe that was not a very good
idea."
I heard one of our General
Presidents -- vice presidents get up
yesterday and talk about bean counters. I
heard something about bean counters once
before from one of our leaders, something I
read about what Ed Carlough said when the
General Executive Council brought up
before them and asked him about all of
these expenditures with his mansion in
Washington, D.C., with all of the wonderful
art in it and his hiring of his girlfriend
as a consultant and all of this money that
was spent and he said --
GENERAL PRESIDENT SULLIVAN: Brother,
I would appreciate it if you would keep
your comments directed to the resolution
and not make personal attacks.
DELEGATE RICHARD OSLAND (Local 66):
This is not a personal attack,
Mr. President.
(Appause.)
GENERAL PRESIDENT SULLIVAN: You can mention the past, but you can leave the names out.

DELEGATE RICH OSLAND (Local 66): I will do that, Mr. President.

Anyway, somebody said, this is not a union of bean counters. This will never be a union of bean counters. But I'm telling you, we got to count the beans because they are not our beans. We are just the guys that got hired to watch the bean pot.

(Applause.)

Those beans belong to the members.

I sure hope none of you would go out and negotiate your union contracts on the premise that all your contractors are a bunch of good guys and they are going to do the right thing. We better not write our Constitution on that same kind of premise.

Mike talked about the loss of pension benefits and how this was designed to compensate for that. Unfortunately, it
doesn't say anything about that in here.
The amendment neglected to mention that.
I don't believe that we can pass this in
good conscience. I don't think we can
afford the potential financial consequences
of it and I don't think we could afford the
potential consequences of credibility to
the membership. We got awful short
memories about what happened in this union
in the past. It could happen again. We
better make sure that we do everything we
can to keep it from happening.
Thank you for the opportunity to
speak.

(Appause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 1.

DELEGATE BRAD ROOKER (Local 105): I
have to apologize to the body. I was
working the PAL booth and came in at the
end of the, that portion of the meeting but
from my understanding and please correct me
if I am wrong, this issue of emeritus
standing is reference to IRS 415 rule?
GENERAL PRESIDENT SULLIVAN: Actually, it is -- Pat, help me out. It is partially that, but there is another rule that allows that you can only figure your pension on a certain amount. In other words, it will let you figure your pension on, I think there is a limit, maximum limit of what you figure your pension on. 401(A)(17) and what it says is that -- you don't figure your pension on what you make. There is a limit at what you can figure your pension on, maximum limit.

DELEGATE BRAD ROOKER (Local 105):
Thank you. And similarly in the 415 IRS Rule, in the Southern California, Arizona, Nevada pensions, we track, as trustees, we tract Rule 415 because there are people who are getting close to it, and, in fact, one who did reach that limit and the reason that we tracked it in our trust funds is because when we have our members getting to the point where they are going to start being denied pensions, earned pensions through our own system that we built, we
want to make sure that those individuals
get their pensions.

And I think that if any member
in any of our locals had earned a pension,
whatever it might be through our own
collective bargaining, and it got to the
point where it was -- because of an IRS
rule was denied what you negotiated for
that individual member, I will bet that
everyone in this room as a trustee would do
everything in their power to get that for
that individual.

Now, we all, and our
predecessors before us, have voted for the
salaries and the pension formulas that we
use. If you want to change it, change it
that way, but this was an earned pension by
the General President; and I believe we
should all do what is necessary to allow
him to get that. Thank you.

(Appause.)

GENERAL PRESIDENT SULLIVAN: Thank
you. Let me make it very clear what we are
reconsidering. We are reconsidering the
motion that passed, and that motion is the
General President Emeritus status without
the last line, which was the amendment --
that including the amendment that was
passed that took out the last line of that
paragraph, so we are voting -- that issue
is not for discussion. We are -- that has
already passed. It is strictly the
emergitus amendment alone, as was passed
yesterday.

And I believe Gino Colombo made
the motion. He told me that this morning.
He made the motion, and it was regularly
moved and seconded to accept the resolution
that I had proposed when I left the meeting
and that had passed, so this can only
include that portion. It includes that
amendment, so it is the amended motion that
we are reconsidering. That is all that we
can reconsider.

Read it over. Okay. Here is
the way it reads, the General Executive
Council may appoint one or more retired
past General Presidents as General
President Emeritus -- not general vice presidents, general presidents.

This appointment may be made at any time. It need not occur immediately at the end of the President's term in office. The General Executive Council should determine how long the term of a President Emeritus shall last.

All of that was put in there in case you did something that was wrong and it could be revoked by the council. That was the reason that language is in there.

This language has been taken out, "If applicable, the General President Emeritus shall receive an allowance up to $60,000 annually." That is out. It is no longer included, so it will now read, "The General Executive Council may appoint one or more retired past General Presidents as General President Emeritus. This appointment may be made at any time and need not occur immediately at the end of the General President's term in office." The General Executive Council shall
1 determine how long the term of the General
2 President Emeritus shall last.
3
4 The General President may be
5 assigned duties and responsibilities to the
6 General President Emeritus and defray his
7 reasonable expenses.
8
9 That is something we do anyway.
10 I mean, we do it now. I have the right to
11 do that if I ask Arthur Moore to attend a
12 meeting, which he does on occasion,
13 especially if I can't make it, then he is
14 given his expenses only, no compensation,
15 and that is what that says. Same as anyone
16 else.
17
18 So that is what we are
19 considering. That is what is being
20 reconsidered.
21
22 Microphone No. 2.
23
24 DELEGATE REGGIE HOHENBERGER (Local
25 33): Reggie Hohenberger, Business Manager,
26 Local 33, Cleveland.
27
28 I was part of that Constitution
29 Committee as we spoke yesterday, and the
30 reason the $60,000 was on there was to put
When Brother Colombo introduced the amendment, that took that cap off, but the one brother over there said -- talking about short-term memory, and I would just address this body and talk about short-term memory.

Just this week when this body passed unanimously to raise the LU&C percentage from 15 percent to 17 percent so that we could keep our business agent, business managers' pensions full, so I hope everybody remembers how they voted on that.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 5.

DELEGATE TERRY FARMER (Local 49):

Thank you, General President. My name is Terry Farmer, and I am the business manager for Local Union No. 49.

First, I will say, I know we are not talking about the $60,000 -- we are not considering the $60,000, but I am still going to comment on it. I think that we
need whatever the man deserves --

(Point of order from the floor.)

GENERAL PRESIDENT SULLIVAN:  Terry,
there has been a point of order, and you
cannot talk on -- you have to keep your
correspondence to the motion as it is on the
floor.

DELEGATE TERRY FARMER (Local 49):
Okay.

GENERAL PRESIDENT SULLIVAN:  But
understand, so that everyone knows, this
motion, when it is brought back up, can
also be amended.

And I tell you, we can be here a
long time if we want to get into all of
that, but I am just telling you, it is now
an open motion on the floor and a motion to
amend any portion of this is in order, just
as reconsideration was in order.

But you have to stick to the
question.

DELEGATE TERRY FARMER (Local 49):
Okay. On the question at hand, what we are
talking about right now. Delegates,
continuation and continuity is important.
I am very lucky myself. We have
three business managers at Local 49, Gary
Briggs, Erik Emblem, and myself. We talk
to each other all of the time, and that is
one of the reasons that Local 49 is a
successful union.
I am telling you that is
important. We need -- should General
President Sullivan retire, we need his
input, and so I would -- I rise in favor of
the current motion.
GENERAL PRESIDENT SULLIVAN:
Microphone No. 6.
DELEGATE CHARLIE MULCAHY: Charlie
Mulcahy, Business Manager, Local 66, and I
also rise in favor of the amendment.
And with all due respect to my
brother, Rich Osland from Local 66, we are
and should always be mindful of every
single penny that is collected from our
members in dues, work assessment, and per
capita.
It is our responsibility, as labor leaders and as union leaders of locals and of this International, to use those pennies as expeditiously and as wisely as possible.

We also have to invest in our future. All we are talking about here is covering the expenses for a General President Emeritus to assist the acting General President in his duties.

I know how busy the General President's schedule is. I can only assume that there are lots of things, events, product shows, industry shows that our General President can't attend.

By using our members' dollars and the resources of this International to cover expenses for a General President Emeritus to create work opportunities, to increase hours for our members, that is an investment in our future and in the future of our members.

And I highly recommend that we adopt this amendment. I think it is a good
business, and I think it is good for the
locals and I think it is good for the
International.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 1.

DELEGATE BILL KNOX (Local 24): A
board member. I do still work with my
tools, and, frankly, I am pretty
embarrassed that this is back on the floor
today. I will be even more embarrassed if
this is turned around and I have to go back
to my brothers and sisters that I work with
every day and tell them that we kept voting
until we got what the GEC was asking for.

GENERAL PRESIDENT SULLIVAN: Brother,
let me make it very clear. This was
already passed by the Convention, what we
are considering. This is not something --
your assumption is totally wrong. This was
brought back up for reconsideration. It
passed yesterday.

It was brought up for
reconsideration because, at my request,
because I did not want anyone to leave here and think that the vote was not the way it was. And I wanted to make sure that when we took the vote again on the issue, that it was judged fairly.

So it has passed. The motion of reconsideration, if it passes, will just continue what was done yet. If it fails, then it is lost.

So it is not -- it did pass already. This is a motion of reconsideration -- we have made a motion to reconsider it, what has passed. You can't reconsider -- I assume you could reconsider something that didn't, that failed -- no, you cannot reconsider a motion that has failed. You can only reconsider a motion that is passed.

Microphone No. 4.

DELEGATE PAUL DANIELS (Local 280):

First, I would just like to say, I think what the member was talking about, at first I appreciate that you have brought this up for reconsideration because I don't feel
that it passed properly yesterday, so I respect you for that.

What I think the member was talking about was the possibility of bringing up an amendment to this reconsideration, and that is something again we could be here all day. I pray that we stick to the point at hand.

GENERAL PRESIDENT SULLIVAN: Well, stick to the point.

DELEGATE PAUL DANIELS (Local 280): On the point, we have retired members in Local 280 who volunteer a lot of their time. And if they go to a Council, we cover their expenses when necessary. But they don't need special status and we don't need special designations.

I appreciate the time that you have put in and I assure you, I appreciate the direction that you have been bringing our International into.

What I don't appreciate is that we need to make special statuses for these things. I would hope that your heart is in
this organization and that when you retire
and called upon by this organization to
assist, that you would do so willingly.
And I just feel that we don't need to make
special designations for anybody in our
International or our Local Unions.

Thank you very much.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 2.

FOURTH GENERAL VICE PRESIDENT JAMES

MARSHALL: Thank you, Mr. Chairman. And I
did want to speak on this motion.

Yesterday I wanted to get down
and speak, and the microphones kind of
filled up pretty quick, and I didn't get
to, and I felt like I should have. I just
want to tell you, brothers, that when these
issues come before the General Executive
Council, we take them up for a long period
of time very seriously. We took this issue
very, very seriously, discussed it at
length. And the General Executive Council
felt like that this had merit and it could
be a help to us in the future, that
certainly Mike Sullivan has a lot of
knowledge and so does Arthur Moore and so
does others, but especially those two have
a lot of knowledge that they can continue
to give to this International Union.

The General Executive Council
did discuss that we didn't want any salary
to be paid for this position. You know,
that has been done in the past, I believe
years ago, President Carlough. We discussed
that very thoroughly, and we take your
thoughts and considerations on these
subjects very seriously as you give them.

So I tell you, I am just the
type of guy, though, that if I back a
motion at another meeting in the General
Executive Council, I am not ashamed to get
before you and tell you that I back it now.
I am not going to go to the General
Executive Council meetings and do something
that I won't stand up for on this floor.

I believe this motion has some
merit. We are only voting at this time for
a General President Emeritus position. We can take up anything else later.

I can't discuss the other part of the motion. The General President has made that statement, but I do support the General President Emeritus motion, and I will support it when I leave here.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 3.

DELEGATE RON LACH (Local 72): Thank you, Brother Sullivan. I had no intention of speaking at this Convention when I was elected delegate. I stand against reconsideration of the amendment. I stand for the way it was passed yesterday. I stand humbled by comments made at this General Council about the Veterans Program that we went through.

And I take offense at the comments made before that we should stand ready to have a bad president or a bad General Council. I believe every member of
this great association, and I am a member
35 years. We get elected by our peers to
represent the people. Their can't be that
many bad apples elected to those positions.
I am proud of every member that
I have ever associated with in this
Association, and I am not a great public
speaker, but I am trying to tell you what I
feel. I believe in the position of
President Emeritus, General President
Emeritus. I believe a man should be
compensated for his work. That's why we
are all here and that's why we stand for
unionism.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Mr. President, I stand in favor of the
amendment that we passed yesterday. I
believe that we should have that position,
and so I am in favor of that. However, I
am opposed to reconsideration, because I
feel that we settled it yesterday. I appreciate the General President wanting to make it clear, and so I don't have a problem with that concept. But I am in favor of the position as we passed it yesterday.

Furthermore, I would like to just say for the record that earlier today we had a delegate speak from our local on this issue. He didn't speak to me before he spoke to you, and he is representing his views in the manner that he wanted to present it, and I don't necessarily agree with the way it was presented.

Thank you.

GENERAL PRESIDENT SULLIVAN: You made a statement that I want to make sure that we all understand -- to make it clear. We have already passed the motion to reconsider. We are now considering the motion and the amended motion, as I previously read, establishing -- of what was passed yesterday. We are considering what was passed yesterday, and when we take
the vote, it will be to either have the
President Emeritus status in the
Constitution or not to have it in the
Constitution. It will be a simple up or
down, and after that, it is done.

So I will now move to microphone
No. 1.

DELEGATE DON STILTNER (Local 24): I
understand explicitly everything that has
been said here, and I think everyone else
does. And I do understand that the motion
for reconsideration has been passed, and I
do know that you like for everyone to speak
their piece, and there is people still
standing at the microphones. You know, but
we beat this dog to death, and I think it
is about time --

(Applause.)

-- that I called for the
question on the motion. Let's take the
vote.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank
you.
Bob, I think on this question -- fortunately, you did not address the motion, so I will accept your motion or your -- on the question.

No. 6. Microphone No. 6, point of order.

DELEGATE ALAN McQUILLAN (Local 473):
On a point of order, Mr. Chairman, he has already spoken to the motion and he is not free to call the question.

GENERAL PRESIDENT SULLIVAN: Yes, I think it was a little harried whether you did or you didn't. I will have to -- I think Alan is correct, so I stand corrected. So I cannot take your motion because you did attempt to speak on the question. I'm sorry. Nice -- do you want to -- microphone No. 1.

DELEGATE DON STILTNER (Local 24):
Point of order. I disagree with him.

GENERAL PRESIDENT SULLIVAN: All right, but the Chair agrees. So you are out of order and we will let someone else make that motion if they so choose, but
thanks, good try. Thank you.

Microphone No. 4.

DELEGATE DAN BURROUGHS (Local 280):

General President Sullivan, my heart is a little saddened right now from some of the comments made. I just want to make a point of saying that I don't think I ever met a more honorable man standing up there, a man who will take time to talk to, even spend time with someone who is just started in this position. I am a new business representative. You're a man that doesn't look through people. You listen intently to every word. As someone approaches you, you stand up, even if you are sitting, and listen to them.

What I wanted to say was, I don't know if we are all missing the point on this. I don't understand the American law so much, but the money that we are talking about in here, is it already paid to the tax department?

GENERAL PRESIDENT SULLIVAN: No, let me --
DELEGATE DAN BURROUGHS (Local 280):

It isn't?

GENERAL PRESIDENT SULLIVAN: No. We have already bypassed that. That is -- that is out of the motion. The money number and all, anything referring to the money is out of the motion. And I will read the motion when we vote to -- when we vote on it, but that is out of it. It is no longer a part of it. That was taken out yesterday. Yes. Thank you. This is how it reads as on the screen.

Thank you.

Microphone No. 22.

DELEGATE GINO COLOMBO (Local 38):

Mr. Chairman, am I correct that we need two-thirds to have this passed?

GENERAL PRESIDENT SULLIVAN: Yes.

DELEGATE GINO COLOMBO (Local 38): I don't think the members realize the reason why we are doing this today, not to keep doing it until we get it right, but to do it to get it fair. What happened yesterday when the vote came down, is the vote -- not
the amendment to the amendment that I made,
that passed, but on the original amendment
was to have the position or the verbiage of
President Emeritus in there. That vote was
very close. And after the vote, on the way
out, a lot of people said they didn't even
think the vote passed or it was very close.
It was not by two-thirds and that's why we
are doing this over today to give everybody
a fair opportunity.

Mr. Chairman, I call for the
vote.

GENERAL PRESIDENT SULLIVAN: You can't
do that.

(Laughter.)

Nice try.

(Laughter.)

You can't do it and speak. You
can't do it and speak. But nice try, Gino.

That is the second one.

Microphone No. 5.

DELEGATE DAN PASQUINUCCI, JR.

(International Representative): And I move
the question.
(Applause.)

GENERAL PRESIDENT SULLIVAN: The question has been called for. We are now voting on whether to stop the debate and move to the primary question and the vote on the amendment. If this passes, debate will stop. If it fails, debate will continue. If it passes, we will stop the debate and we will move on the question of whether to adopt the amendment.

All in favor of stopping the debate and moving to the question, signify by saying aye.

(Chorus of ayes.)

Opposed?

Thank you.

(Applause.)

Would you please show on the screen the motion that we will be voting on.

I will now read it.

The General Executive Council may appoint one or more retired past General Presidents as General President Emeritus. This appointment may be made at
any time and need not occur immediately at
the end of the General President's term in
office. The General Executive Council
shall determine how long the term of
General President Emeritus shall last. The
General President may, the General
President, the acting General President may
assign duties and responsibilities to a
general President Emeritus and defray his
reasonable expenses.

All in favor of the motion, stand.

All opposed -- thank you.

All opposed, please stand.

(Appraise.)

I see that the motion has passed
by two-thirds majority.

Thank you.

(Appraise.)

Will the Escort Committee please
bring forth Rob Wrobel.

Never let it be said that Sheet
Metal workers don't have a good debate.

(Standing ovation.)
Our next speaker has a long-term relationship with this Union. His bank supplies our members with one of the best credit cards available.

As the cosponsor of our annual scholarship golf tournament, he has helped us raise a lot of scholarship money for the awards we make annually to our members, their immediate families and our covered employees.

Rob is the chair of the Amalgamated Investment Company and President and Chief Executive Officer of Amalgatrust, a wholly-owned subsidiary of the Amalgamated Bank of Chicago. Rob Wrobel is also an Executive Committee member of the Anti-Defamation League and the — I can read that — B'nai B'rith of the Greater Chicago and Wisconsin regional office. I got that right, Rob?

MR. ROBERT WROBEL: Sounds good.

GENERAL PRESIDENT SULLIVAN: Sounds good he says. He is an officer serving on the board of the "After School Matters," an
organization that provides skills training in the arts, communications and technology for high school students.

Rob serves as a member of the Cook County Economic Development Advisory Committee and a member of the Pilsen Resurrection Development Corporation Advisory Board. The Pilsen Resurrection Development project challenges people to act on their Catholic faith by organizing, educating and strengthening economic development in their communities.

They failed to tell you that we are also, the International is also a part owner of the bank that he represents and is chairman.

My fellow brothers and sisters, please welcome Rob Wrobel.

MR. ROBERT WROBEL: Thank you very much for that kind introduction, Mike.

Even with the blips, it was terrific. General President Michael J. Sullivan, General Secretary-Treasurer Thomas J. Kelly, members of the General
Executive Board, distinguished guests,
delegates and friends, we indeed are a
different bank. Amalgamated Bank of
Chicago is a proud partner of Sheet Metal
Workers' International Association. We are
an American owned bank, a union bank for
America's labor unions. Sheet Metals
Workers' International Association is not
only one of our owners, but one of our very
best clients.

Today banks rarely carry the
same name for two or three years. We have
carried ours through three generations. We
were founded in 1922 by a progressive
union, the Amalgamated Clothing Workers,
now known as UNITED HERE. We were born in
an era when working families had a tough
time getting financial services, ordinary
savings and checking accounts, automobile
and home loans. We were created
specifically to address that problem.

As a union bank with union
owners and unionized employees, we share
your vision and your values. We share your
commitment to improve the quality of life for working families. And we exhibit that commitment in work indeed.

For example, Amalgamated employees work under a collective bargaining agreement negotiated by UNITED HERE, a union that has represented them since 1922. You will find the union bug on our printed documents and it is available on checks for anyone who wants it. Those things set us apart from our competitors.

We have been unique throughout our history. Our bank was in its infancy when the Great Depression struck. Today that terrible time is nothing more than a history lesson, but back then, the hardship and tragedy that it caused was real and painful.

Amalgamated stood by our customers throughout that ordeal, while many banks failed and shook the nation's confidence. As our bank matured, we developed innovative practices to serve our primary clientele's working families. We pioneered character signature loans to
enable working families to make credit purchases based on the value of their good name. We hired and promoted women and minorities in staff and executive positions long before the passage of federal legislation mandating fair employment practices.

We formed financial alliances and worked with minority firms to bring construction jobs to urban areas and devised plans for affordable housing and vital infrastructure for minority communities.

We adopt these policies not because it was the right thing to do. We found that doing the right thing also generated the kind of business from the kind of customers we wanted to serve. In other words, it was also good business.

Today, thousands of union workers carry our Amalgamated union advantage credit card, but the Sheet Metal Workers' International Association was the first International Union to offer it to
their members. Together, we have helped shape the new era of banking services designed to equip working families with financial tools to enhance living standards and protect their hard earned wages and institutional banking services to keep their union strong and growing.

You have been a part of our history for the past 18 years. And we are grateful that last year the Sheet Metal Workers' International chose to become a significant stockholder in our bank. We take that as an indication we are doing something right. Eleven respected union leaders are member of Amalgamated board of directors, including my colleagues here, Tom Kelly and Third General Vice President Stanley Karczynski.

Thanks Mike Sullivan, Tom Kelly, and Stan Karczynski for your personal interest in sustaining this relationship.

Two other outstanding Sheet Metal leaders, David Zimmermann of St. Louis Local 6 and Jay Potesta of
Indianapolis Local 20 are members of the Amalgamated Advisory Councils. In that capacity, they help us shape products and services we offer. We are grateful for their time, ideas and sharp perspective they provide to help us better serve our growing customer, union customer base. That perspective is the real secret to Amalgamated's success.

In addition to everything else they do, our board members and advisory councils also serve as a standing focus group to keep us apprised of what our union customers want from their bank. Those board members constantly remind us that the well being working families rests on two pillars, good jobs today and education for the future.

That is why we are also enthusiastic supporters of your International Scholarship Foundation, which provides generous educational assistance to sheet metal workers' families -- workers and family members. Over the past six
years Amalgamated Bank has donated $300,000 to the scholarship fund. As a token of our continued commitment to this partnership, if I may, Mike and Tom, Amalgamated Bank of Chicago is pleased to present this plaque, The Sheet Metal Workers' International Association. It symbolizes your ownership interest in the bank, but, more importantly, it signifies our appreciation for your faith and trust in Amalgamated Bank of Chicago and the men and women who stand with me to serve you. It reads: Amalgamated Bank of Chicago and Amalgatrust commends the Sheet Metal Workers' International Association and the names of General President Michael J. Sullivan and General Secretary-Treasurer Thomas J. Kelly for your investment in labor's future. Our employees, tellers and clerks and executive officers work every day to enhance your investment. We are grateful for the confidence your investment in Amalgamated represents. We work hard
every day to maintain that confidence. We believe in what you do. We specially believe in the commitment you have made to provide educational opportunities to sheet metal workers' families through the scholarship.

The Foundation emphasizes the importance of unions to members' families. We believe this is crucial in ensuring trade union's values will be carried one generation to the next.

(Applause.)

Your scholarship foundation is emblematic of a progressive organization that looks beyond the present to shape the future. It is also an indication that your organization and your leadership subscribe to the belief expressed by the great former U.S. Senator Claiborne Pell, father of the federal government educational grant program that still carries his name.

Senator Pell said, "The strength of the United States is not the gold at Fort Knox or the weapons of mass destruction that we
have but the sum total of education and the character of our people."

The sheet metal workers should take great pride in the continuing investment that this union has made to education, for it is truly an investment in the strength of our great country, and we at Amalgamated are proud that you have permitted us to participate in that program.

Here, Mike and Tom, is our check in the amount of $50,000 to the Sheet Metal Workers' International Scholarship Foundation to let you know that Amalgamated Bank --

(standing ovation.)

We share your vision, and we share your values.

GENERAL PRESIDENT SULLIVAN: Thank you. Rob, this will go a long way in giving scholarships to our members and their families, and we do appreciate it. And we strongly and always have appreciated your support and also your friendship.
You have been a good friend to sheet metal workers and, personally, a good friend of mine. And I appreciate you being here, and I appreciate all that you do for us. Thank you.

MR. ROBERT WROBEL: Thank you.

GENERAL SECRETARY-TREASURER: Rob, on behalf of the delegates here this morning and our membership, you have been here with us all week long. He was in here on Saturday when the displays were being put up, and he is a true believer in unionism and a great supporter of this union.

We have this handcrafted lantern for you to really think what we are all about and remember us also. Thank you very much for all that you do for us.

MR. ROBERT WROBEL: Tom, thank you.

It is our pleasure. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Could I have the oral history video on Mel Zimmermann and Cecil Clay, please.

(Mel Zimmerman and Cecil
Clay video played.)

GENERAL PRESIDENT SULLIVAN: I will now recognize Stan Karczynski, General Vice President, Business Manager, Local 73, for our presentation to the Make-a-Wish Foundation.

THIRD GENERAL VICE PRESIDENT KARCZYNSKI: Good morning, everybody.

(Good morning from the floor.)

Before I begin about the Make-a-Wish Foundation, I want to thank my assistant, Darlene Mstowski. Are you here Darlene? Where are you? She has worked that booth all week, and, also, she has worked on this Convention for the last year. And she has made it a great success with the help of Tom Kelly and myself. We worked as a team. Let's give Darlene a big round of applause.

(Standing ovation.)

The Make-a-Wish Foundation of Illinois grants wishes to children with life-threatening medical conditions to
enrich the human experience with hope, strength, and joy. There is nothing more heart breaking than a child with a life-threatening illness.

The organization began in 1980 when a 7-year-old boy named Chris Grecio realized his lifelong dream to become a police officer. Many of those responsible for fulfilling Chris' wish wanted to do the same for other children with life-threatening medical conditions. This led to the formation of the foundation.

Today Make-a-Wish is the largest wish granting organization in the world, with 77 chapters throughout the United States and throughout the world. Make-a-Wish of Illinois serves children in the State of Illinois.

This year the wishes of more than 550 local children are expected to be granted. That is more than one wish per day. Doctors who work hand in hand with children battling such illnesses as leukemia, brain tumors, cystic fibrosis,
and other life-threatening medical conditions consider the Make-a-Wish experience as part of a child's treatment process offering hope, strength, and joy to children who desperately need a reason to smile.

I have a list of state councils that contributed. I would like to read those names. Southeast District Council, $1,000; Great Plains District Council, $1,000; Southwest District Council, $1,500; Northwest District Council, $1,000; Pennsylvania State Council, $1,000; New York State Council, $1,000, Great Lakes Council, $1,000; Nuclear and Hazardous Material Council, $1,000; the Canadian Council of Sheet Metal Workers and Roofers, $2,500.

(Applause.)

Western States Council, $1,000; Sign Industry of Sheet Metal Workers, $500; Rocky Mountain District Council, $500; Air-Conditioning and Production Workers Council, $500; State of Illinois Council,
$1,000; Production Workers Council, $500; North Central State Council, $1,000.

    And with us today from the Make-a-Wish Foundation from Illinois, is Michelle Jimenez. Michelle, I am happy to tell you that because of the generous donations of delegates of the 41st Convention of the Sheet Metal Workers' International Association, we have collected a total of $55,446.

    (Standing ovation.)

MAKE-A-WISH REPRESENTATIVE MICHELLE JIMENEZ: I am absolutely speechless, and for those that know me, this doesn't happen very often. I thought I was coming here today to pick up a check for $1,000 or maybe $2,000, so if you can just think for a moment from my point of view how excited I am to hear this fantastic news.

    I think you have done a wonderful job of providing a good overview of Make-a-Wish, so thank you very much. I can tell you a little bit in terms of our national perspective. We are hoping to
grant the wishes of more than 10,000
children throughout the country this year.

You mentioned a rate of one wish per day. It is more than that nationally even. It is more like 200 a day. It is unbelievable.

The wishes of the children take various forms. We let them choose what they want their special wish to be. Many of the children choose to go to Walt Disney World. That is probably something that we are pretty well known for.

We also help children gain access to experiences that they would not otherwise be able to do. For example, parachuting at the tender age of 13, if that is what they would like to do or meeting a well-known celebrity who they could not possibly get a behind the scenes meeting with.

The wishes touch the children. They mean the world to the children. The letters that we get from the families indicate to us that the children are so
touched that groups like you and
individuals like you care about their
situation, and on behalf of them, I say
thank you very much for all of your kind
thoughts to us, we appreciate it.

And our organization is very
frugal in terms of how we spend our money,
and I want to assure you that we work hard
to make sure that we spend our money
wisely. At least $0.80 of every dollar
that we raise goes to the children's
wishes, not to administrative costs or
costs for the staff.

We do most of our work with
volunteers. That is how we stay so
efficient, so I just want to say thank you
again. Thank you for thinking of us, and
we appreciate it.

The contribution will grant,
gosh, I'm thinking about nine wishes of
children, and it could not come at a more
perfect time. Summer is the busiest time
for us because all of the children are home
from vacation.
And we will follow up with Darlene and let her know all of the names and the stories of those wishes so she can share those with you-all. Thank you very much.

(Standing ovation.)

GENERAL SECRETARY-TREASURER KELLY:

Michelle, so that you know, these delegates here, out of their pockets and those pledges that were made from the State Councils, raised $27,723, and in keeping with our tradition, the International Association writes a check for the same amount of money; and that is why you have this generous donation today.

And we know the good work that you do for those little guys that need it so much. Thank you for all of the work that you do.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Never let it be said that sheet metal workers don't have big hearts. Congratulations. You did a great job.
I will now have the chairman of the Compensation Committee come forward.

Larry. Larry Harris. I know this is a report that you have all been waiting for.

As soon as this report is made, do not make a mad dash to the back of the hall, but feel free a few at a time, if you so choose, to pick up your checks after this is -- if, in fact, their committee report is approved by you.

(Laughter.)

COMMITTEE CHAIRPERSON HARRIS: General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates and guests, the Compensation Committee is prepared to report to the 41st General Convention.

First, I would like to recognize our committee members: Our secretary, Floyd Reichert, Business Manager, Local 213; Martin Gay, Business Manager, Local 58; Richard Lehman, Business Manager, Local 430; Shelby Walker, Business Manager, Local 361; Dan Turenne, Chairman of the
Railroad Local, 367, and our warden, he is big; and Arnold Otto, Business Manager, Local 511.

Our committee began meeting on August 19, 2004. Our first item of discussion was whether or not to modify the amounts or the formula used to calculate the compensation of delegates and committee members.

Our committee reviewed in great length the changes that were made at the 40th General Convention regarding the delegate compensation being calculated by a flat rate formula instead of mileage and agree that the mileage formula did, indeed, create inequities.

We concluded that the flat rate was fair, equitable and recommended no change to this formula at this 41st General Convention.

Our committee addressed the language in Article 7, Section 11 that states the responsibility of the local union or district council to provide
transportation and living expense while at the convention.

We concluded that the delegate and committee compensation that we receive does not conflict with current DOL guidelines.

Our committee further discussed that the Constitution does not address -- does not currently address the compensation to wardens, escorts, and conductors of the General Convention.

Our committee submits the following report for consideration and presenting the Compensation Committee's report is our secretary, Business Manager of Local 213, Floyd Reichert.

COMMITTEE SECRETARY REICHERT: Good morning. Thank you, Mr. Chairman.

The Compensation Committee's report. General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive Council, delegates, and guests.

The Compensation Committee of
this 41st General Convention of the Sheet Metal Workers' International Association submits the following report:

It is the belief of this entire committee that the compensation amounts be held at their present levels. Under the destructive Bush administration, our committee believes the resources of this Association will be better served in other areas, like organizing and membership representation.

In the committee compensation, Article 7, Section 8, the current language in this section raises questions whether the money is considered room reimbursement or compensation.

There is no doubt that the terminology regarding room and tax was only stated as a formula of determining compensation.

Verbiage will be added for clarification of time to include "during" a convention when the committee is in session.
The Constitution currently does not contain language regarding the compensation paid of wardens/escorts while serving at our Convention. The committee has recommended that their compensation be stated in the Constitution as well.

The committee recommends these clarifications and additions to Article 7, Section 8. You find these recommendations in GEC Constitutional Amendment No. 92.

The Constitution currently does not contain language regarding the compensation for conductors. Conductors are appointed daily by the General President.

The Compensation Committee has recommended that their compensation be stated in the Constitution, as well. You will find this recommendation in GEC Constitutional Amendment No. 93.

Our committee wants to clarify the issue of committees receiving committee compensation and your local union providing you with expenses. When the official Convention call is received, the local
unions may have only approved expenses for
the days of the Convention for its
delegates.

Therefore, when the delegates
are appointed to a committee, their
additional living expenses will be covered
by the local policies of the respective
organizations sending them as delegates for
the days of committee business prior to the
Convention starting.

This committee does want to
reaffirm that the committee and delegate
compensation you received from the
International Association in addition to
expenses received from your local union or
council combined do meet current DOL
regulations.

This concludes our report, and I
move for adoption of this report.

COMMITTEE CHAIRPERSON HARRIS: I
second the motion.

GENERAL PRESIDENT SULLIVAN: It has
been regularly moved and seconded to adopt
the committee's report. Are there any
questions? Any speaking?

Basically, the resolution keeps
the compensation the same as the current
Constitution has and it adds warden and
conductor compensation -- or the
recommendation is to add warden and
conductor compensation to the Constitution,
as has previously been paid to those people
serving in those capacities.

Seeing no one at the
microphones, all in favor of the report of
the Compensation Committee, please signify
by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

Thank you very much, and you did
a great job. If it was not for them, you
would not get the money.

COMMITTEE CHAIRPERSON HARRIS: Thank
you for the passage of this report. We
would like to thank Controller David Darcey
and his assistant Controller Jim Lyndon for
their contribution to our committee.

Special thanks to International Rep Dale Hill for his assistance to our committee.

As the General President spoke, immediately after we get down you can begin picking up your checks in the ballroom across the lobby and conductors, wardens, and escorts, your checks will be available as well.

Committee members that served more days than you were compensated for, your additional compensation will be mailed to you. Be sure to have a photo ID and the green delegate compensation card that was in your packet when you registered, filled out and turned in.

We want to encourage you to come early so checks can be distributed so we do not disrupt the remaining of the Convention proceedings.

Arrangements have been made with Amalgamated Bank to cash your delegate checks, and a map of the bank location will
be in your check envelope.

            Brother Chairman, if there are
3 no other questions, this concludes our
4 report.
5
6 GENERAL PRESIDENT SULLIVAN:  Thank you
7 very much, Larry, and we dismiss you and
8 your committee with our thanks.
9
10 Remember, you have to have the
11 little card and turn it in that was in the
12 packet, so make sure you take it with you.
13
14 At this time I will introduce
15 the chairman of the Constitution Committee,
16 the dynamic duo of Word and Sandberg.
17
18 COMMITTEE CHAIRPERSON WORD:  Good
19 morning.  Thank you.
20
21 Mr. Chairman, at this time the
22 Constitution Committee would like to
23 continue its report once again.
24
25 COMMITTEE SECRETARY SANDBERG:
26 Constitutional Amendment No. 92, Article 7,
27 Section 8.
28
29 The committee heard from the
30 Compensation Committee and decided to
31 recommend the following two amendments,
which were handed out at the beginning of the Convention.

Amend the beginning of the fifth line of the section on page 35 by adding after the first word "to" the word "during"; and amend the first paragraph by adding a new sentence at the end, which reads, "Wardens and escorts shall receive committee compensation in accordance with this section." So that the paragraph will read as follows:

Each member of the committees provided for in this article shall be paid three hundred and twenty-five dollars ($325.00) plus a sum equivalent to the negotiated rate and tax for the committee member's room at the convention hotel per day, as compensation for each day spent on committee business prior to, during, or after the convention and for each day of attendance while the committee is in session, including days en route to and from such Convention. Wardens and escorts shall receive committee compensation in
accordance with this section.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. On the question?

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

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 93, Article 7, Section 11.

Amend the fifth line of this section on page 36 by adding a new sentence after the period, which will read, "Delegates appointed as conductors, in addition to delegate compensation, shall receive three hundred and twenty-five
dollars ($325.00) for each day of service. And further amend the line by changing the beginning of the next sentence from "this compensation" to "all compensation herein" so that the section will read as follows:

Each local union, state, provincial and district council shall pay its delegates full transportation costs plus ordinary living expenses, none of which shall be refunded to the local union. Each delegate not assigned to a committee shall receive twelve hundred dollars ($1,200.00) as compensation for attending the Convention. Delegates appointed as
collectors, in addition to delegate compensation, shall receive three hundred twenty-five dollars ($325.00) for each day of service. All compensation herein shall be paid by the International Association and shall continue thereafter until changed by action of a subsequent Convention. This section shall not apply to
paid officials or paid representatives of this Association.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Is there any speaking?

Seeing none, all in favor of adopting the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG: That's all for now.

GENERAL PRESIDENT SULLIVAN: At this time, I will call on the Credentials Committee to finish the portion of their report under the General Secretary-Treasurer's portion of their report that
was inadvertently left out. Chuck Holt, the chairman of that committee had to leave. I would ask that -- his daughter is very, very ill, and he had to leave. She is not in good health. I would ask that you would all keep Chuck and his family in your prayers, and I will now have temporary Chairman Lance Clark come forward.

TEMPORARY COMMITTEE CHAIRPERSON CLARK:

Good morning. General President Sullivan, General Secretary-Treasurer Kelly, Executive Council and delegates, the Credentials Committee also serves as committee on the General Secretary-Treasurer's Report. Pursuant to Article 7, Section 4 of our Constitution and Ritual. Pursuant to that section, the committee convened at the general office in Washington D.C. on Thursday, August 5th, and Friday, August 6, 2004.

The committee would like to thank General Secretary-Treasurer Kelly,
Controller David Darcey, and Office Manager Kathy Bishop for their assistance and cooperation in providing all of the necessary records and reports.

Secretary Maraccini of Local 104 will now make the committee's report.

Thank you.

COMMITTEE SECRETARY MARACCINI: Thank you, Brother Clark. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council and delegates, on behalf of the General Secretary-Treasurer's Report Committee, the committee reports as follows:

At our meeting in Washington, D.C., the committee met with General-Secretary Treasurer Kelly, Controller David Darcey, and Office Manager Kathy Bishop to review and examine the records of all of the accounts of this Association.

Also present at the meeting were William Voorhees, representing the accounting firm of Calbre CPA Group and
William Mullenholz, Senior Vice President of Sun Trust Bank.

The committee was presented with the audited financial statements for the five-year period beginning January 1, 1999, through December 31, 2003. Mr. Voorhees reviewed and answered all questions pertaining to these audited statements.

The audit included the report of the independent auditors, consolidated balance sheets, consolidated statements of activities, consolidated statements of cash flows and notes to the consolidated financial statements.

Additionally, the committee reviewed the internal financial statements as of May 31, 2004, which includes all assets, liabilities, fund balance, revenue, and expenses for the General Fund, the Disaster Fund, the Strike/Defense Fund, and the Conference Fund.

These records were reviewed and discussed to the committee's satisfaction.

William Mullenholz, Senior Vice
President from Sun Trust Bank, and David Darcey explained how Sun Trust Bank provides certain services that strengthens the financial controls and efficiencies for the International.

Additionally, it was explained and noted the amounts of money under management with Sun Trust Bank.

Upon review, the committee reports that all of the records of the accounts are in order. A report of the General Secretary-Treasurer can be found in each delegate's convention kit entitled Reports of the 41st General Convention, on pages 74 through 86.

Mr. Chairman, that concludes the General Secretary-Treasurer's Report, and I recommend to move the adoption of this report.

TEMPORARY COMMITTEE CHAIRPERSON CLARK: I second the report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Is there any speaking?
Seeing no one at the microphones, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted. And we will dismiss the committee for real this time with our appreciation from the Convention. Thank you, Guys. You did a great job.

(Applause.)

At this time we will recognize Perry Sneed, Chairman of the Apprentice Committee for their report.

COMMITTEE CHAIRPERSON SNEED: General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, esteemed brothers sisters, delegates and guests, the Apprenticeship Committee has met for many hours and is ready to present our report to you.

But before I ask our secretary to give our report, I would like to thank
Ted Kuczynski, administrator of ITI, for
the answering of all of the questions that
our committee had.

I would like to thank the
committee for the many hours that we worked
and the diligence at which we worked. I
would also like to thank our secretary,
Mark Norberg, for putting this report
together.

Also, I would like to thank
Tammy with the Sheet Metal Worker's
International Association for typing our
report. I would like to ask Mark to give
our report at this time.

COMMITTEE SECRETARY NORBERG: General
President Sullivan, General Secretary
Kelly, General Executive Council, esteemed
brother and sister delegates and guests,
the Apprenticeship Committee, under the
guidance of Perry Sneed, Local Union 124,
consisted of the following delegates: Don
Clagg, Local Union 28 -- I'm sorry -- Local
Union 19; Ed Wilton, Local Union 28; Joe
McPhail, Local Union 30; Garry Kot, Local
This committee addressed nine main topics. The first one was the Helmets to Hardhats program was discussed, and the committee wholeheartedly moved to draft a resolution for consideration by this August body, recognizing this program's noble intent and to encourage all joint apprenticeship committees to link up with this endeavor as a source for high-quality recruits.

No. 2, the Work Force Investment Act was addressed. Although the application process might seem daunting, it is certainly worth consideration by every joint Apprenticeship Committee. Accountability of the material received by this process is paramount, and the rules of this act must be followed diligently;

No. 3, attracting and retaining apprentices is recognized as one of the prime tasks of this International Association. Some of the possible
incentives discussed were credit in placement of position on apprenticeship lists for qualified veterans, credit in placement of position on apprenticeships for minorities and women, placement of position on apprenticeship lists based on a skills assessment, possible early completion of apprentices based on standardized guidelines, modifications of ratios to incentives employers to employ apprentices, training joint apprenticeship committees, employers, union officials, and others on how to interact with this new millennia generation, and encouraging a vibrant labor management relationship.

No. 4, the possibility of EST, TABB, and residential apprenticeships as a way to address the marketplace should be looked into. And, if promising, the ITI and NEMI should assist the local unions in this effort. Core curriculum and training models are concepts related to these specialized apprentices and should be researched accordingly as well.
No. 5, we concur with the Future Initiatives Committee that we as an organization have made great strides in the area of safety. However, we believe this organization must be recognized as being on the very cutting edge of safety issues.

This committee believes that the ITI should review the various safety programs in our organization and develop a standardized format that will drive home to the outside word that we value the safety of our members, especially the apprentices, and that this program should be the gold standard in the construction industry.

This committee was extremely impressed by the Canadian program that was reviewed during the course of our meetings.

No. 6, this committee concurs with the issues raised and the concepts developed by the Roofing Committee.

No. 7, our committee feels that the ITI is a program that is running on all cylinders. It is not only innovative in its programs and initiatives but constantly
is reaching out to locals and members to
solicit input that it uses to continually
improve its product.

No. 8, this committee wants to
recognize the great strides that NEMI has
made since the last Convention. When you
consider the innovative programs, strategic
alliance and partnership it has created, it
will make you realize that this program is
creating jobs for our members now and will
reap huge dividends for our union in the
future.

Last, although ITI and NEMI have
two great administrators in Brother Ted
Kuczynski and Brother Erik Emblem, this
committee recognized that they have
outstanding staffs and they should be
commended, as well.

Mr. Chairman, this is the report
of the Apprenticeship Committee, and I so
move for its adoption.

COMMITTEE PRESIDENT SNEED: I second
it.

GENERAL PRESIDENT SULLIVAN: You have
heard the report of the Apprenticeship Committee. Are there any speakers?

Seeing none, all in favor of adoption of the Apprenticeship Committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted. And let's give them our thanks for a job well done.

At this time we call on Chairman Ringwood for a continuation of the Resolutions Committee.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, Chairman Sullivan. The Resolutions Committee is prepared to continue its report. Resolution 38 and Resolution No. 2. Secretary Joe Kerwan, please.

COMMITTEE SECRETARY KERWAN: Resolution No. 38 submitted by the Apprentice Committee is a separate handout. The resolution calls for the Convention to support the "Helmets to Hardhats" program and have all JATCs become involved in this
worthy program.

The resolve of this resolution reads as follows: Therefore be it resolved: That this 41st Convention of the Sheet Metal Workers' International Association endorses this program and encourages all of the JATCs to become involved in this worthy program.

The committee recommends concurrence with this resolution, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second that motion.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Adoption of the resolution for "Helmets to Hardhats."

All in favor of the committee's report, signify by saying -- I'm sorry.

Microphone No. 4.

DELEGATE DAN BURROUGHS (Local 280):

Hello, Dan Burroughs from Local 280.

I have been at a couple of presentations on "Helmets for Hardhats," and it looks like a pretty good program.
We don't have that program, from what I understand, up in Canada.

When I was talking to the booth out there, one of the things that they said was, I wish we could have this program up in Canada, so I would like to make an amendment on this to state that "veterans ending their relationship with the United States Armed Forces and the Canadian forces already possess these traits and qualities; and"

GENERAL PRESIDENT SULLIVAN: Is there a second?

UNIDENTIFIED DELEGATE: Second.

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded for the amendment. Is there any debate on the amendment? Any speakers on that?

Did you wish to speak to the amendment at Microphone No. 4?

DELEGATE DAN BURROUGHS (Local 280): Yeah, just that this program has worked well down in the States and there is no sense in reinventing the wheel. But if
something works so good down in the States,
why can't it work great up in Canada.

GENERAL PRESIDENT SULLIVAN: On the
amendment, all in favor of the amendment to
add Canada, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

Now on the amended resolution
which is support of "Helmets to Hardhats"
in the United States and Canada and trying
to develop a program in Canada. Is that
correct?

DELEGATE DAN BURROUGHS (Local 280):

Correct.

GENERAL PRESIDENT SULLIVAN: Thank
you. Seeing no speakers, all in favor of
the amended motion, please say aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY KERMAN:
Resolution No. 2 -- that is in your yellow book -- introduced by the Southeast District Council of Sheet Metal Workers concerns membership of employees who work for signatory sheet metal contractors in the United States and Canada.

The committee had added the word "bargaining" to identify employees in the bargaining unit of the local unions. These employees who are performing bargaining unit work in the trade jurisdiction of the SMWIA, including pre-apprentices, will be given corresponding membership classifications so that all such employees can become members of the SMWIA.

The resolve of this resolution reads as follows: Be it resolved: That all classifications of employees who work for signatory sheet metal contractors in the United States and Canada and perform bargaining unit work within the trade jurisdiction of the Sheet Metal Workers' International Association, including pre-apprentices will be given corresponding
membership classifications so that all such employees can become members of this great union.

The committee recommends concurrence with this resolution, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

Seeing no one at any microphones to speak -- unless you are getting up. No.

All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY KERWAN: That concludes our report for right now. Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you. We will see a little more of them a little later, and now the Chair will
recognize Bruce Word and his trusty partner, Craig Sandberg, for continuation of the Constitution Committee.

COMMITTEE CHAIRPERSON WORD:

Mr. Chairman, thank you. We are going to continue the committee's report once again. Secretary Craig Sandberg.

COMMITTEE SECRETARY SANDBERG: Next on the agenda would be Amendment No. 37, Article 12, Section 3.

This amendment is related to Amendment No. 68 and encompasses Resolutions 4-C, 11-C, and 12-C in the yellow booklet related to eligibility of apprentice-members to run for local union office or to be appointed as a local union organizer.

Amend (c) in the second paragraph of this section on page 53 by adding after the words "consecutive years" the words "which may include years as an apprentice-member but no longer serving an apprenticeship."

So that subsection (c) will read
as follows: (c) he has established a record of continuous good standing in the local union in which he is a candidate for a period of not less than two (2) consecutive years which may include years as an apprentice-member but no longer serving an apprenticeship, immediately preceding his nomination, appointment, or election.

The rationale behind this is that many apprentice-members, including those who have participated in the youth-to-youth programs, should be considered eligible to run for elected office once they have completed the apprenticeship program, rather than having to wait two additional years as a journeyperson. Most of them will have been good standing members for four or five years by the time they become journeymen.

The committee recommends concurrence with the proposed amendment and concurrence with the sense of
Resolutions, 4-C, 11-C and 12-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Any speaking?

I tell you what, I see them going and I don't know whether they are going to microphones or not.

Seeing no speakers at the microphones, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Constitutional Amendment No. 68, Article 23, Section 9.

This is an amendment to Article 23. Article 23 was amended between conventions by referendum and was handed out along with a copy of the Constitution
Related to Proposed Amendment

No. 68 is the second resolve of Resolution No. 22-C in the yellow booklet.

Amend by deleting this section and moving Sections 10 and 11 to Sections 9 and 10. The section to be deleted reads:

"The period of apprentice-membership shall not be included in determining the years of continuous good standing required for eligibility for local union office provided in Article 12, Section 3, for transfer, or for waiver of difference in initiation fee on transfer as provided in Article 16, Section 9(k).

The rationale behind this is years of continuous good standing as an apprentice-member will be considered when determining eligibility for holding elected union office and for transfers to other local unions.

Therefore, the committee recommends deleting Section 9 from the
Constitution. Whereas, the second resolve of Resolution 22-C proposes adding language to Section 9.

The committee recommends concurrence with the proposed amendment and nonconcurrence with the second resolve of Resolution No. 22-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

Seeing no one at the microphones, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 65, Article 23, Section 5.

This amendment was modified by the committee and also encompasses Resolution 23-C.
Amend by adding to the end of this section the words "unless permitted by relevant collective bargaining agreement where the work is being performed, approved by this Association."

So that the section will read as follows:

No pre-apprentice-member or apprentice-member shall perform work on any job unless he is under the direct supervision of a qualified journeyman sheet metal worker, nor shall he be assigned by his employer to work on a job in the jurisdiction of another local union unless permitted by the relevant collective bargaining agreement where the work is being performed approved by this Association.

The rationale behind this, some mobility of apprentice-members and pre-apprentices should be permitted but only if under the direct supervision of a journeyperson, and the assignment into another local union's jurisdiction is
permitted by the relevant collective bargaining agreement where the work is performed.

The committee recommends concurrence with the proposed amendment and nonconcurrence with Resolution No. 23-C. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

Seeing no one at the microphones, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 67, Article 23, Section 7.

Amend the section by adding a new second sentence which reads, "Apprentice-members who are called to military service may make application for
special limited membership or for a special withdrawal card in accordance with the provisions of Article Sixteen (16), Section 8; and by adding at the end of this section, "Apprentice-members who reapply to resume their apprenticeship more than ninety (90) days after their discharge may be subject to discipline for unauthorized absences, unless they are convalescing from an illness or injury that occurred while in the military." So that the section will read as follows:

The local union financial secretary-treasurer shall immediately notify the General Secretary-Treasurer when an indentured apprentice-member enters military service. Apprentice-members who are called to military service may make application for special limited membership or for a special withdrawal card in accordance with the provisions of Article Sixteen (16), Section 8. Apprentice-members who are called to military service must be given
the opportunity to complete their
apprenticeship, provided that they resume
their apprenticeship not later than ninety
(90) days after their discharge from
military service.

Apprentice-members who reapply
to resume their apprenticeship more than
ninety (90) days after their discharge may
be subject to discipline for unauthorized
absences unless they are convalescing from
an illness or injury that occurred while in
the military.

The rationale behind this,
apprentice-members also enter military
service and should have the same chance to
apply for special limited membership or for
a special withdrawal card just like
journeymen and pre-apprentices are able to
do.

The committee recommends
concurrence with the proposed amendment. I
move adoption of the committee report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the committee's report.
GENERAL PRESIDENT SULLIVAN: You have heard the committee's report.

Microphone No. 2.

DELEGATE TOM MORAN (Local 25):
Mr. Chairman, will this provision cover apprentices that are on active duty right now? We have some apprentices that have been called up to active duty.

GENERAL PRESIDENT SULLIVAN: Give me your name and local number first.

DELEGATE TOM MORAN (Local 25): Tom Moran, Business Manager, Local 25.

GENERAL PRESIDENT SULLIVAN: Tom, to answer your question, I think that that would be doable, and it should be.

DELEGATE TOM MORAN (Local 25): Thank you, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: It is the right thing to do.

Microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280):
Good morning, Brother Sullivan, Jim Paquette from Local 280. I just voted on this, and I agree with it. I just want to
make sure there is a clarification.

The apprentice-members will be issued a withdrawal card if they go into military service. Yesterday you confirmed to me that an apprentice-member who wishes a transfer card, that another local union will -- there will be a transfer card issued for an apprentice-member. Is that correct?

GENERAL PRESIDENT SULLIVAN: Yes, but that really does not pertain to this particular issue. This is giving them special membership if they leave for the military.

DELEGATE JIM PAQUETTE (Local 280): I just wanted to confirm that what you said yesterday will still happen.

GENERAL PRESIDENT SULLIVAN: Yeah, but, again, it does not pertain. It is not germane to this resolution.

Seeing no one at the microphones, all in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)
Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY SANDBERG:

Amendment No. 64, Article 23, Section 2(e).

This amendment refers to pre-apprentices.

Amend by switching Section 2(e) with Section 2(d) and amend the first line of this section by deleting the words "a service fee" and substituting the words "the initiation fee" and deleting the last sentence so that the first sentence of the section will read as follows:

All pre-apprentices shall pay the initiation fee established by the local union. For your information, the per capita for pre-apprentices will be fixed at ten dollars ($10.00) per month, effective January 1, 2005.

Effective January 1, 2006, the per capita for pre-apprentices will increase by two cents ($0.02) an hour.

Effective January 1, 2007, the per capita for pre-apprentices will
increase one cent ($0.01) an hour.

Effective January 1, 2008, the per capita for pre-apprentices will increase one cent ($0.01) an hour.

Effective January 1, 2009, the per capita for pre-apprentices will increase by one cent ($0.01) an hour.

All sheet metal workers for signatory contractors, no matter what job classification, should be members of the Sheet Metal Workers' International Association, including pre-apprentices.

The International can no longer condone non-members performing sheet metal work alongside our members. In effect, pre-apprentices have been working in many cases as helpers or classified workers. By becoming members, pre-apprentices will be governed by our Constitution and subject to discipline.

Equally important, the rights of pre-apprentices must be represented insofar as they have rights under the collective bargaining agreement.
Assuming this amendment is passed by the delegates, the per capita for pre-apprentices is stated in brackets in the blue booklet. It will be added to Article 10, Section 2(h).

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Any speaking?

I see no one at the microphones.

Oops. I'm sorry.

Microphone No. 2.

DELEGATE DOUG MCGEE (Local 54): Thank you, Mr. Chairman. Doug McGee, Local 54, Houston, Texas.

I am not sure if this is the proper time because of the all of the amendments relating to pre-apprentices, but I have felt compelled to come up here.

I just wanted to make some
comments about my concerns of these
amendments.

I just want to let everybody
know that I really love this organization.
I am proud of it, and I value the
membership of being in this union. And I
do support the right of pre-apprentices to
become members, but I don't believe that we
should give them the membership
immediately.

I am from Texas. I am in the
South. It is a right-to-work state. It is
very difficult to collect dues moneys for
those that don't want to pay them. We have
to be very careful.

The types of people that are
coming through our office, not to mention
the fact that we are dealing with a
different type of group with the
millennia’s, Generation Xs, we have
immigrant workers because we are right
there on the border.

They come into our office, and
they are looking for one thing, that is a
job. The majority of those people don't
have any idea what the union or our union
is all about. Bear with me.

And most of the guys that walk
into our office don't have any money. And
what is proposed or has been proposed
today, if I am understanding everything
correctly, is that within eight days, I
have got to collect no less than $25 and one
month's dues from these types of workers.

And I can see that I may have to
start opening up a savings and loan company
in my office because we have to get those
people out to the contractor right away.
Everyone understands that.

And if that's true, when I sign
these people up, what you are asking me to
do is to have them sign an application,
administer the oath of obligation and swear
them in, and when they walk out that door,
they are entitled to all the rights and
privileges of all of us in here today. And
I am going to tell you, I value my
membership in this union a hell of a lot
more than that.

So with that being said, as I said, I believe in the pre-apprentices becoming members and I believe that we can accomplish all of the goals at hand. If there was some sort of a probationary period, maybe something concurrent with the standard form of union agreement as it relates to the National Pension Fund benefits. I believe that the pre-apprentices ought to be exposed to our shops, our job sites and our members prior to becoming a member of this Association.

It would eliminate the initiation dues, initiation and dues up front. It would reduce the administration of delinquencies and suspension required under Article 16, Sections 10 and 11. The end result would still give the representation to the pre-apprentices that they deserve, as well as the membership in this union for the pre-apprentice. It would also give us a vehicle to collect the per capita taxes, and it would increase the
numbers of members in this situation.

Thank you.

GENERAL PRESIDENT SULLIVAN: Doug, are you wanting to -- are you saying that you want to amend the current motion?

DELEGATE DOUG McGEE (Local 54): Well, I would like to -- my goal was to spur some interest in discussion, and I believe I have done that.

Thank you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.

Microphone No. 4.

DELEGATE JOHN PARKER (Local 435):

General President Sullivan, I also rise to concur with Brother McGee's comments. In Jacksonville, Florida, pre-apprentices come and go like flies.

Mike, I understand fully the need to make these people members and to help them. I talked with you about this, and I have given it a lot of thought. If there is a way to give us a 90-day period before these guys get actual full
1 membership --

2 GENERAL PRESIDENT SULLIVAN: Doug --

3 I mean, I'm sorry, are you -- if you are

4 making an amendment for 90-day trial period

5 for the pre-apprentice before the

6 membership, that motion would be in order.

7 DELEGATE JOHN PARKER (Local 435):

8 Thank you.

9 General President Sullivan, I

10 will make a motion to amend the current

11 language to allow for a 90-day trial period

12 before initiation fees are accepted or

13 mandatory. And, if I may, just some

14 rationale.

15 GENERAL PRESIDENT SULLIVAN: No. Hold

16 on. It has been regularly moved and

17 seconded to amend the motion. We will now

18 speak on the amendment for 90 days for the

19 pre-apprentices before they become members.

20 Now you can speak. Is there

21 any? Now, you can speak on the motion.

22 Microphone No. 4. On the

23 amendment, I mean.

24 DELEGATE JOHN PARKER (Local 435):
Thanks, Mike. My contract allows our contractors 90 days before they pay any fringe benefits on a pre-apprentice. It is just something that is absolutely necessary in our area.

A first year apprentice in my area is making $16.57 an hour total package. That is higher than what a journeyman nonunion sheet metal worker makes. The ability to have a pre-apprentice and to hold the costs on that pre-apprentice for at least 90 days until you get some idea whether he is going to stay with you I think makes good common sense. And we do represent our pre-apprentices. I want everyone to know that. We get them health care. I am not looking to not represent somebody, but I think we need a little bit of a period to take a look at them.

GENERAL PRESIDENT SULLIVAN: Is there any further speaking on the amendment? Microphone No. 4.

DELEGATE GREG MOONEY (Local 280): I
speak against the amendment. In Canada, in
British Columbia we do everything we can to
include pre-apprentices. This Local has
taken a lot of great steps to improve
democracy in this organization to include
all people in this organization that want
to be members.

And we take every step we can to
make those members -- make those applicants
members as soon as possible.

I feel having a probation period
is opening the door to a slippery slope
which increases the use of casual labor and
people floating in and out of this
organization but do not become part of this
organization. If those people pay their
initiation and end up washing out, so be
it. We did everything we could to help
them.

Thank you.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 5.

DELEGATE LEONARD RICHARD COMPTON:

Brother Chairman, General President
Secretary-Treasurer Kelly, members of the General Executive Council and delegates, friends and guests. Although I am very close, and I understand Brother McGee from Houston --

GENERAL PRESIDENT SULLIVAN: Bruce Compton, I may know you, but for the record please introduce yourself.

DELEGATE LEONARD RICHARD COMPTON (Local 20): My name is Compton, Leonard Richard Compton, delegate from the state of Indiana.

GENERAL PRESIDENT SULLIVAN: Thank you.

DELEGATE LEONARD RICHARD COMPTON (Local 20): The comedian the other night called me Cowboy.

Although I can sympathize with Brother McGee out of Houston and Brother Parker out of Jacksonville, Florida, I think the previous speaker put it most correctly, and I would concur with everything he said. I sit in the back and I listened, 90 days, 120 days, and yes, I
do know in some areas they come and go like flies. I almost thought I was sitting there with management arguing over a seniority clause or a probationary clause.

We are all on probation. Trust me. I've got 41 years in this trade, 30 years as a union official. I am on probation as I stand at this microphone.

GENERAL PRESIDENT SULLIVAN: You better believe it.

(Laughter.)

DELEGATE LEONARD RICHARD COMPTON (Local 20): A lot of people know I have come and gone a couple times in this organization, but with all due respect, I think when Brother McGee said when they come to that door, they are looking for jobs.

That's what I was looking for when I started my apprenticeship. I was looking for a job. And I think the time to get them, particularly in the right to work states, I think the time to get them is when they come through the door, not after
they been out here with some of our blessed journeymen telling them all about the ins and outs and you don't have to pay, and, in some cases, what a terrible organization we have. We don't always pair these people up with the people they really should be paired up with. At least that has been my findings in 41 years.

So I would concur with the previous speaker. I say the sooner we get them, the better off we are.

Thank you, sir.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you.

Microphone No. 6.

DELEGATE DOUG POLLEY (Local 85): I too rise against the amendment to the amendment there. I think the apprentices or the pre-apprentices should be granted membership from day one in Local 85. They are on dues check-off. To extend initiation out to 90 days, it would maybe put that dues check-out in peril.

And just last week, prior to
coming here, I had a pre-apprentice who was
dying to get into the union, who asked
could he come to union membership meetings,
when did he start paying dues. I think
these people want to be represented, and I
think we should do our job and represent
them.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank
you.

Microphone No. 2.

DELEGATE TERRY FARMER (Local 49):
Thank you, Brother Chairman.
You know, for years we built
walls to keep people out of this union.
Not just this union, but all construction
unions. Finally, a few years ago we
realized that was the wrong thing to do and
we have been tearing down those walls. So,
you know, I rise against the amendment to
the resolution. I think that anybody that
wants to be a union member should have that
right and have that right from day one.

GENERAL PRESIDENT SULLIVAN: Thank
you.

(Applause.)

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.

DELEGATE KEN ELWORTHY (Local 280):

Right now in Vancouver we are going through
a boon. We are looking for as many guys as
we can. And I think this -- I want to
speak against the amendment, because I
think this is a deterrent to organizing.
Unless we bring these guys in, they are
going to go non-union. Let's make no
mistake about that.

GENERAL PRESIDENT SULLIVAN: Thank
you.

Seeing no more debate on the
amendment -- whoops. One coming.

Microphone No. 5.

DELEGATE ANDREW J. MAUTE (Local 399):

Thank you, Brother Chairman.

I rise in opposition of the
amendment. I do understand the brother's
concern on this, but you got to realize
that these folks are out there doing this
work already right now. When the people come in to your office, they are looking for something. They are willing to comply with what it takes to get these jobs they are looking for, and that is the time to sign them up. One you put them out on the job and they got 90 days to think go it and become educated about the right to work laws, you will never get them signed at that point.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Any more discussion on the amendment?

Microphone No. 4.

DELEGATE JOHN PARKER (Local 435):

Thank you.

General President Sullivan, just as a practical matter, you must understand that when these folks come in, as Doug McGee said, they don't have $25, Mike. They don't have the first month's dues. They are probably not even going to collect a full paycheck after eight days.
Now, you are telling us that we got to get this out of them. And they tell me, "I don't have it," then I have got to tell them, "Then, you don't work."

That is still going to put them where we don't want them. And it is a problem. It is also a problem when I process all of the paperwork to your International office, and two weeks later, a month later, whatever, that person is gone.

It is just absolutely just a practical solution to what is a common everyday problem. Since I have been here in convention, I have had calls for probably at least a dozen pre-apprentices. Of all of them, one guy has been able to come in and pass his drug test and get to work. It is not that anybody wants to not represent people and get them from day one, but as a practical application in this lower paid category, we need a little bit of an opportunity to see if the guy is going to stick around.
(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you, John, for your remarks.

Any other remarks on the amendment?

Microphone No. 2.

DELEGATE DOUG McGEE (Local 54): Thank you, Mr. Chairman. I just wanted to set the record straight. No one goes out of our office as a pre-apprentice without signing the check-off. That is not the issue.

As Brother Parker just mentioned, we have a hard time, we are going to have a hard time getting that $25 of one month's dues. We are bringing up some logistical concerns, and we are asking for some help.

Thank you.

GENERAL PRESIDENT SULLIVAN: Thank you.

(Applause.)

And we understand what you are saying, and that's the reason I asked the
committee and they have no objection to the amendment. But the body will ultimately decide.

Is there more speaking? No.

On the amendment, which would add 90 days before membership for pre-apprentices to collect dues either through check-off or whatever mechanism available, all in favor of the amendment, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(Chorus of nays.)

GENERAL PRESIDENT SULLIVAN: The ayes have it.

(Applause.)

Now, we will go to the motion as amended to add -- make pre-apprentices members, and this would be after now, 90 days.

I tell you what we will do, if there is no objection on the floor, we will rewrite this amendment and resubmit it very shortly so there is no misunderstanding on
what we are voting on. I think it would be
better, so we will -- I will ask for a
motion to table this amendment for a period
of time necessary by the Committee, if I
get that.

(Chorus of so moveds.)

GENERAL PRESIDENT SULLIVAN: Is there
a second?

(Chorus of seconds.)

All in favor, say aye.

(Chorus of ayes.)

Opposed, nay.

It will be tabled until we come
back on the issue.

COMMITTEE SECRETARY SANDBERG: Moving
on to Amendment No. 63.

Article Twenty-three (23),
Section 2(d), amend by switching Section
2(d) with Section 2(e) and by adding "and
pre-apprentice members" after the first
word, "apprentice members," so that the
section on page 111 will read as follows:

Apprentice members and
pre-apprentice members shall be subject to
the provisions of Article Sixteen (16),
Sections 10 and 11(a), concerning
suspensions and reinstatements.

Now that pre-apprentices will be members, we better wait on this one, too,
Mr. Chairman.

Jay gave me the (indicating.)

We are going to move on here.

We are going to do the last amendment. 63 has to -- is tied to 66 and it -- 64, in its entirety.

So amendment No. 66, Section 6,

amend the first line of this Section by
adding after the word "apprentice-members"
the following words, "and/or pre-apprentice members" so that the first line of Section
will read as follows:

All apprentice-members and pre-apprentice members of shall be required
to attend periodic union orientation meetings...

The Committee recommends concurrence with the proposed amendment. I move adoption of the Committee's report.
COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SIXTH GENERAL VICE PRESIDENT POTESTA:

It has moved and seconded. Is there any discussion?

Not seeing any, all those in favor, signify by saying aye.

(Chorus of ayes.)

Those opposed, same sign.

Motion carried.

COMMITTEE SECRETARY SANDBERG: We are going to move on to the resolutions that need to be addressed while they are working on that. Resolution 22-C on page 50 of the yellow booklet proposes in the first resolve that apprentice-members be permitted to run for conductor, warden, executive board and trustee, although not more than one apprentice member may be a trustee or sit on the executive board.

Other amendments have removed the requirement that apprentice-members had to be journeyman for two years before running for office. Now, the years as an
apprentice member will count and most, if not all, apprentice-members will be eligible to run as soon as they become journeymen.

The Committee does not think it is a good idea for apprentice-members to hold office while learning the sheet metal craft in the apprenticeship program.

Therefore, the Committee recommends nonconcurrence with the first resolved of Resolution 22-C.

The Committee recommends nonconcurrence with the proposed amendment.

I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SIXTH GENERAL VICE PRESIDENT POTESTA: It has been moved and seconded. Is there any discussion?

Microphone No. 6.

DELEGATE MARK CURTIS (Local 276): Brother Chairman, when I put this together, what the theory behind this was, is that we allow production members who have been
members of this local union for two years can hold office. Many of the apprentices that we see nowadays are no longer 16, 18 years old. Many of our apprentices are people with many life experiences, which are invaluable to our local unions. We have members that have served full apprenticeships in other trades. We have many members who are apprentices who have two, three years of university.

These are people with many skills that are useful. In the resolve it says individual local unions bylaws, where permitted by. The wording of this will allow each individual union to decide on the union level by their membership whether or not this serves their local union.

I think, again, as we look at the youth-to-youth members that go out on a daily basis and fight for this International to bring in new members, these are strong union supporters. As long as they are meeting the two-year qualification set forth in Section 12 -- or
Article 12, Section 3, I see no reason why these members should not be allowed to hold the offices designated.

Thank you.

(Appause.)

SIXTH GENERAL VICE PRESIDENT POTEesta:

Any further discussion?

Microphone No. 6.

DELEGATE JIM BRADSHAW (Local 539): If you're only to allow only one apprentice to sit on an executive board meeting and if perhaps three run and win their election, then how are you going to decide which one of those apprentices are going to be allowed to sit and who will replace the other two?

SIXTH GENERAL VICE PRESIDENT POTEesta:

Any other discussion?

COMMITTEE SECRETARY SANDBERG: To the last speaker, the question of apprentice-member sitting, the Committee talked about that. That's in the resolve. We are moving nonconcurrence with that.

We don't believe -- we believe
apprentices should be working on their
apprenticeship. When they turn
journeypeople, we have removed the two-year
obstacle of being a journeyman after two
years, and they can then run for election.

SIXTH GENERAL VICE PRESIDENT POTESTA:

Any further discussion?

Okay. You heard the report for
nonconcurrence. It has been moved and
seconded.

All those in favor, signify by
saying aye.

(Chorus of ayes.)

Those opposed, same sign.

Motion carried.

COMMITTEE SECRETARY SANDBERG: Under
Resolution No. 2-C, it states in its
resolve that for the purpose of carrying on
necessary union business in the absence of
a quorum, decisions of the Executive Board
will stand on behalf of the membership.

In Article Ten(10), Section 6(a)
of our Constitution, the local union sets
the quorum. A local union can correct the
problem raised by this resolution by establishing a realistic quorum. The Committee believes that since the issue of what constitutes a quorum is addressed, it does not believe this resolution is needed. The Committee recommends nonconcurrence of Resolution No. 2-C. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SIXTH GENERAL VICE PRESIDENT POTESTA: It has been properly moved and seconded on the Committee's report. Is there any discussion?

Not seeing any, all those in favor, signify by saying aye.

(Chorus of ayes.) Those opposed, same sign. The ayes have it.

COMMITTEE SECRETARY SANDBERG: Resolution No. 5(c) calls for increasing the term of office of local union officers from three years to four years. At least in the United States, local union officers
may not have a term of office longer than three years. Since we are all members of the same union, the term of office for all union officers should be the same. The Committee recommends nonconcurrence with Resolution No. 5(c) and move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SIXTH GENERAL VICE PRESIDENT POTEI $TA: It has been moved and seconded for adoption. Is there any discussion?

Yes, microphone No. 4.

DELEGATE JIM PAQUETTE (Local 280): Good morning.

Just for clarification. Did you say that in the United States, it is illegal to hold a term of office for more than three years?

COMMITTEE SECRETARY SANDBERG: According to our trusted legal counsel, that is, in fact, the case. Yes.

DELEGATE JIM PAQUETTE (Local 280): And the General President can the hold
position for five years and the President
of the United States can hold a term for
five years, if he chooses?

COMMITTEE SECRETARY SANDBERG: Your
resolution does not address the General
President nor the President of the United
States. It asks for elected officers, and
I am just going by what my our lawyer says.
I got to believe him once and awhile.

DELEGATE JIM PAQUETTE (Local 280): I
agree. I agree, and being an elected
official, it would be to be elected for
four years rather than three, and I am not
speaking, you know, in favor. I just
thought it was rather odd that it is
against the law to be elected for three
years, or for any more.

COMMITTEE SECRETARY SANDBERG:
Brother, nobody up here is disagreeing that
it would be nice to be elected for four
years, but I can't get away with it.

SIXTH GENERAL VICE PRESIDENT POTESTA:
Any other discussion?

Not seeing any, all those in
favor, signify by saying aye.

(Chorus of ayes.)

Those opposed?

Motion carried.

COMMITTEE SECRETARY SANDBERG:

Resolution No. 6-C calls for an organizer
to resign if there is a vacancy in a local
union office and he decides to run for the
vacancy. Organizers are appointed rather
than elected for no more than one year at a
time by the Constitution now. An organizer
is an employee of the local union, and can
be terminated by the business manager if he
runs for office.

Consequently, the Committee does
not believe that an organizer should resign
in order to run for a vacant office and
recommends nonconcurrence with
Resolution No. 6-C. I move adoption of the
Committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt the Committee's report.

SIXTH GENERAL VICE PRESIDENT POTESTA:
It has been moved and seconded. Is there
any discussion?

Microphone No. 6.

DELEGATE JOE McPHAIL (Local 30): I have always believed that the Constitution is the final authority when it comes to determining how the local unions run. And we have had great long debates in our local union, I can say for sure. And it comes up meeting after meeting when the organizers are appointed with respect to, they're appointed by the business manager, and I accept that 100 percent. But I don't believe -- I don't believe it's fair. This is my own personal opinion.

I don't believe it is fair that an organizer who is full-time paid person by the local union should not have to resign his position in order to run for an elected position. And there is a couple of reasons why I say that.

I know in our organization, our organizers, and we have three now, they do a good job, and they bring a lot of members in. And I don't, in any way, want to cast
any aspersions against our organizers, and I want them to understand where I'm coming from.

What I will say is that they have the distinct advantage over even an executive board member who has dealt with the issues, debated the issues, has come to the floor when there is contentious issues and stated that they are in favor or against a particular item before the membership.

Where, as in the case of the organizer, I believe he can use -- he may or may not -- I want to say this so nicely, if I only could. But they have the advantage of being in the office, of having the lists of the membership, of having opportunities to discuss with new members and with existing members, their candidacy for business agent or business manager, whatever the case may be. And I would urge that we thoroughly think about what we are saying here.

I believe it is only fair to the
rank and file member, that if he is going
to run for office, he should be given the
same opportunities as, say, in the case of
the organizer, that he gets the membership
lists and he gets the opportunity to sit in
the office and discuss his candidacy.
I have never questioned it
before, but now that it's on the floor, I
am going to state my feelings. And I thank
you for your indulgence.

(Appause.)

SIXTH GENERAL VICE PRESIDENT POTESTA:

Thank you.

Microphone No. 6.

DELEGATE JAMES JACKSON (Local 30):

Brother McPhail, we debate many things
differently. On this one I have to
disagree with him and agree with the
recommendation of the Committee, because
they do not want membership, itself, to
lose the opportunity to an individual to
serve this union. Organizers -- any
organizers in this room know of the tough
job they do on a day-to-day basis. They
are in the trenches. They are working hard. They know and learn a lot about this union and how to represent its members.

If it creates a deterrent to give great representation to our members by having an individual forcing him to resign, we give up an opportunity to better represent our members, and I think we should support this resolution.

(Appplause.)

SIXTH GENERAL VICE PRESIDENT POTESTA:

Thank you.

The organizer is an employee at will under the direction of the business manager. And you don't have to terminate him, but he will know where his bread is buttered, that's for sure.

Microphone No. 6.

DELEGATE JOE McPHAIL (Local 30):

Mr. Chairman, Joe McPhail, Business Agent, maybe not for much longer.

(Laughter.)

Sheet Metal Local 30, Toronto.

(Appplause.)
I understand Brother Jackson's point, but the point I'm saying here is that if an organizer resigns the position of organizer in order to run for business agent, and if he loses, there is nothing preventing the business manager from reappointing him after he loses.

So I think -- I think to create the level playing field, I think it's fair that the organizer should have to resign his position in order to run for full-time office, and I disagree with my business manager.

(Applause.)

SIXTH GENERAL VICE PRESIDENT POTEISTA:

Still an employee at will.

Microphone No. 3.

DELEGATE LEN PHILLIPS (Local 16):

Mr. Chairman, I would like to speak against this. It has always been my feeling that when I read the Constitution, the Constitution says that you must resign your office or position to run for another elected office.
The Constitution also says that a local union may create a position of organizer. To me, the position goes back to the other position, and I understand that has not been the interpretation. However, I feel that any position that is held by any member in our local unions in order to run for an office or a position, they must resign that.

As the brother spoke before, our Executive Board members they must resign to run -- they must resign as an Executive Board member to run for Vice President. If they lose that, they are out the door.

I just feel it is more fair that the same rules apply to everybody. I understand that our organizers are hired, and they are at will. However, I still believe it is fair -- much fairer that no matter what position or office you hold in the local union, when you want to run for an elected position, you resign your current position and you run.

Thank you.
GENERAL PRESIDENT SULLIVAN: Thank you. I would like to address your point on elected officers, because that is a Constitutional question.

Let me explain, when a business agent runs against the business manager, he does not have to resign his office. They are elected officers. So what we are saying here is, is that there is no -- that the organizer has that same opportunity.

Now, the difference is, is that if the business agent loses, he has given up his office and he can't run -- under the Constitution, a person cannot run for two offices, and there's a reason for that. Because by loss of the election, you lose your position. You are deciding where you want to go, but also at the same time, you are not leaving a vacant spot where you might get a -- you shouldn't run for two or you are not able to, because if you lost both, then they'd have to have another election. But organizers are employees at will in the United States and Canada. It
is not the same as a business representative, and they can be terminated at will upon the decision of the local union or the business manager if that is who does the hiring. That's the current status, and I just want to make everybody understand that. Okay?

SIXTH GENERAL VICE PRESIDENT POTESTA:

Microphone No. 6.

DELEGATE MARK CURTIS (Local 276): I stand in concurrence with the Committee report. From what I see, the way this is worded, if my organizer decided to run --

SIXTH GENERAL VICE PRESIDENT POTESTA:

Excuse me, Brother, did you speak earlier?

DELEGATE MARK CURTIS (Local 276): Not on this motion.

As this is worded, as an officer, it means that my organizer would have to resign if you wanted to run as position as conductor, warden. I mean, it says, "any elected office."

I value the opinion of my
organizer and what he does for my local
much more than that.

    Thank you.

    (Applause.)

SIXTH GENERAL VICE PRESIDENT POTESTA:

Again, microphone No. 6.

DELEGATE LOUIE PETRICCA (Local 285):
The intent is not to have him resign
because right now I have an Executive Board
member that is also an organizer. The
intent is not to have him resign for any
elected office. Maybe it was worded wrong,
but the intent is to have him resign if he
is running for a full-time office.

That's the intent.

SIXTH GENERAL VICE PRESIDENT POTESTA:

Is there any other discussion?

The motion is to adopt the
Committee's report. Not seeing any further
discussion, all those in favor, signify by
saying aye.

(Chorus of ayes.)

Those opposed?

(Chorus of nays.)
The ayes have it.

COMMITTEE SECRETARY SANDBERG:

Resolution No. 24-C provides that only members are permitted to receive benefits from ITI, NEMI and SMOHIT. The Committee believes it is not permissible to discriminate solely on the basis of union membership in order to receive training, but more importantly, the Committee believes that ITI, NEMI and SMOHIT offer terrific programs that educate our contractors, too, as well as inspectors, engineers, supervisors and architects, many of which are not members.

The exposure to our education programs and to what the sheet metal workers have to offer increases market opportunities. The Committee recommends nonconcurrence with Resolution No. 24-C. I move adoption of the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the Committee's report.

SIXTH GENERAL VICE PRESIDENT POTESA: It has been properly moved and seconded for
nonconcurrency. Is there any discussion?

Not seeing any, all those in favor, signify by saying aye.

(Chorus of ayes.)

Those opposed, same sign.

Motion carried.

COMMITTEE SECRETARY SANDBERG: Moving back to Amendment No. 64. We believe we have some language that will get to the intent of the 90-day probation period.

Call it what you wish.

We would add the following sentence to Article Twenty-three (23), Section 2(e), and the new sentence would read:

After 90 days all pre-apprentices shall pay the initiation fee established by the local union.

I move adoption of the amended amendment.

COMMITTEE CHAIRPERSON WORD: I second the motion.

SIXTH GENERAL VICE PRESIDENT POTESTA: It has been moved and seconded to adopt the
amendment. Discussion?

Not seeing any, all those in favor signify -- wait a minute. Sorry.

Microphone No. 2.

DELEGATE MARK LANDAU (Local 83): I would ask if the motion on the floor, the way it read, I was under the understanding that it might read "up to 90 days." There are some locals that may still want to have it so that they can do it within 8 or 30 days as they presently are doing it. If it is a mandatory 90 days, then everybody is going to have to change their process. So I would ask for that clarification, if it would read "up to 90 days."

SIXTH GENERAL VICE PRESIDENT POTESTA: Brother, why do you make that as a motion, then.

COMMITTEE SECRETARY LANDAU: I would make that as a motion.

SIXTH GENERAL VICE PRESIDENT POTESTA: Is there a second?

(Chorus of seconds.)

SIXTH GENERAL VICE PRESIDENT POTESTA:
Is there any further discussion on the amended motion?

Not seeing any, we will vote on the amended motion. All those in favor, signify by saying aye.

(Chorus of ayes.)

Oh, I'm sorry. Let's vote -- we are going to vote on the proposed amendment.

Let's try that again. All those in favor of voting in favor of the proposed amendment, signify by saying aye.

(Chorus of ayes.)

Those opposed?

The proposed amendment. Here we go, amended twice. That is the next one we are going to do.

Is there any more discussion? I think we are through with the discussion part. All those in favor of the amended amendment, signify by saying aye.

(Chorus of ayes.)

Those opposed?

Motion carried, all of them.
COMMITTEE CHAIRPERSON SANDBERG: That concludes our report at this time, Mr. Chairman.

SIXTH GENERAL VICE PRESIDENT POTESTA: At this time, the Chair calls on Patrick McKinney for the DADS/Members' Assistance and Charity Committee report.

Patrick.

COMMITTEE CHAIRPERSON MCKINNEY: Thank you, Mr. Chairman.

General President Sullivan, General Secretary Tom Kelly, members of the GEC, delegates and friends. The Committee met in session, and I would like to thank the following members who assisted:

Richard Simone, Local 58,

Wayne Godfrey, Local Union 110
Brian Stevens, Local Union 409
James Ryan, Jr., Local Union 103
Kevin Casey, Local Union 28 and Michael Morgan, Local Union 46.

I would like to offer a special thanks to International Representative Dan
Pasquinucci and Secretary Lonna Bowen. At this time, I would like to recognize the Secretary of our Committee, Brother Richard Simone.

COMMITTEE SECRETARY SIMONE: General President Sullivan, General Secretary-Treasurer Kelly, members of the General Executive Committee, delegates and guests, before I begin my report, I would also like to thank Dan Pasquinucci and Lonna Bowen for all their help and thank Pat McKinney for doing an excellent job as Chairman.

We had a really good Committee. We worked well together.

The DADS/Members' Assistance Charities Committee was formed to review the policy and to review the policy and to make recommendations to this Convention.

The Committee would like to acknowledge that our General President, Michael Sullivan, is Cochairman of the Dollars Against Diabetes Foundation. This Committee recommends the continuation of
this fund-raising event through next
General Convention, recognizing that even
though great strides have been made over
the past several years, no cure has yet
been discovered.

Since the Sheet Metal Workers
have adopted this charity through many
different fund-raising events, such as
golf, bowling, fishing tournaments and
walk-a-thons, we have raised in excess of
$10 million. As it appears that the
Research Institute is getting close to
finding a cure and that the data shows that
more people are getting diabetes and at a
younger age, it is doubly important to
raise as much money as possible. We,
therefore, encourage every local to
participate in raising funds for this
worthy cause.

The Disaster Relief Fund was
established to aid our members should they
suffer a loss due to disaster. Since 1999,
the Fund has paid out $60,000 in aid. The
Committee reviewed the procedures and
finances of the Fund, which currently has a balance of $1,361,899. This includes a donation of $250,000 made by Local 28, New York City, in August of 2002. Those monies were left over from the contributions made to Local 28 after 9/11 by Sheet Metal locals from around the United States and Canada. This fund is viable and has been established to aid our members. Should any local have a member or members in need of assistance due to disaster, the Committee urges the local to contact the Disaster Relief Committee at the International headquarters.

This Committee has lengthy discussions on which charitable organizations we would like to support while at the 41st Sheet Metal Workers' International Association Convention. And after meeting with Business Manager Stan Karczynski, of Local 73, the Committee decided to support the Make-A-Wish Foundation of Illinois.

As you all know, Local 73 had a
table set up, and you all gave very
generously, and all the Councils and all
the delegates here. And the Committee was
going to recommend the International match
it, and they did. That is why we raised
over $55,400 for Make-A-Wish.

(Applause.)

This Committee feels that by
making those donations to this local
charity, it will help Chicago remember the
Sheet Metal International Workers'
Association and why we were here and what
we are all about.

This concludes our report,
Mr. Chairman. I move for adoption.

COMMITTEE CHAIRPERSON McKinney:
Second that motion.

GENERAL PRESIDENT Sullivan: Thank
you.

You have heard the Committee's
report. Any debate? Questions?

Seeing none, all in favor of the
Committee's report, signify by saying aye.

(Chorus of ayes.)
Opposed, nay.

Adopted.

And let's give the Committee a warm thanks for their hard work.

(Appause.)

We will now call back the Constitution Committee. These poor guys, I tell you. Bruce Word, Chairman.

COMMITTEE CHAIRPERSON WORD:

Mr. Chairman, the Constitution Committee would like to continue its report at this time.

COMMITTEE SECRETARY SANDBERG: I apologize. I had a little mental lapse, and I forgot Amendment 63. We will finish it now.

Article Twenty-three(23), Section 2(d), amend by switching Section 2(d) with Section 2(e) and by adding "pre-apprentice members" after the first words "apprentice-member" so that the Section on page 111 will read as follows:

Apprentice-members and pre-apprentice members will be subject to
the provisions of Article Sixteen (16),
Sections 10 and 11(a) concerning suspension
and reinstatement. I read the rationale.
The Committee recommends
concurrence with the proposed amendment. I
move adoption of the Committee's report.

GENERAL PRESIDENT SULLIVAN: You heard
the Committee's report.

COMMITTEE CHAIRPERSON WORD: I second
the motion to adopt.

GENERAL PRESIDENT SULLIVAN: I am
sorry.

You heard the Committee's
report. Seeing no one at the microphones,
all in favor of the Committee's Report, say
aye.

(Chorus of ayes.)

GENERAL PRESIDENT SULLIVAN: Opposed,
nay.

Adopted.

Thank you.

The Committee will be back
shortly.

At this time, I will call, Mark
LeBlanc, Administrator of the National Pension Fund, for a report.

ADMINISTRATOR LeBLANC: Thank you, Mr. Chairman. Thank you to the GEC. General Secretary-Treasurer Kelly, delegates and honored guests, I have been asked to shorten up my report considerably. (Applause.)

So I will be very brief. We have 24 slides, which we are not going to show. We will post on our website next week with a commentary, and will you see our full report.

Now, everyone knows that we have had some funding difficulties, and we have been through this a lot over the past year, in particular. We know about our funding issues and our efforts to increase contribution income. So what you probably want to know is what progress we have made since our December 16th meeting in D.C. with local union leaders.

As of January 1, 2004, the fund was 57 percent funded, and that using the
present value of accumulated plan benefits versus the market value of assets. That was up from 51 percent as of January 1, 2003.

So January 1, '04, present value of accumulated benefits was about just under 4.67 billion. The market value of assets was 2.66 billion.

Now, you will remember from our discussions last year, particularly the General President's long presentation at the Business Agent's Conference last year, that we talked a lot about the credit balance. And that is that measure that the Fund has that tells you where you are vis-à-vis flunking the minimum funding standards.

In 2002, we had 409 million in this so-called credit balance account. It went up to 436.9 million in 2003. And then it went up to 481.8 million as of the first of this year. That's largely the effects of applying for a shortfall funding waiver from the service, and what that let us do
is defer the losses suffered in the 2000-2002 Plan years.

Now, the funding percentage went up, and that was largely the product of good investment returns.

In 2003, the Fund made 22 percent on its investments, which put NPF in the 11th percentile of comparable Taft-Hartley Funds.

Through the first six months of 2004, NPF earned 3.5 percent, which wasn't bad. A lot of that was given back in July. August right now looks better.

As to the funding increase, we have asked for funding increasing, as you know. We have about 89 participating locals. We have received funding increase confirmations in 79 of those locals, and we are extremely grateful for the support that we have had.

In any event, I appreciate the few minutes that you have given me, and that's all I have, Mr. Chairman.

(Applause.)
GENERAL PRESIDENT SULLIVAN: Are there any questions?

What we will do is, again, is post this on the Internet and on the website at the Pension Fund office. We will be having other meetings on this. We are not trying to rush through this. But for time expedience, I asked Marc to shorten it up because his presentation was very detailed.

We will make sure that all the information will be made available, and we will also make sure that we will have our meeting next year, and we will have a particular time set aside, specifically, a lengthy amount of time set aside for National Pension Fund issues and National Pension Fund discussion.

Seeing no questions, we will move to the next order of business. We will ask the Chairman of the Resolutions Committee Roy Ringwood, to come forward.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, chairman Sullivan.
The Resolution Committee will be presenting Resolution 44.

Secretary Joe Kerwan.

COMMITTEE SECRETARY KERWAN:

Resolution No. 44 in your handout has a couple language corrections. If you could get that out, I will go over them real quick.

In the third Whereas, it should say, "Whereas, more than 90 of our local unions are already under contract with Northwestern Labor Systems or have compatible and replicating systems."

That's one change.

The other change is in the Be It Resolved, that all local unions in the United States and Canada should replicate data by converting to the WinDues software provided by Northwest Labor Systems or a compatible system as soon as possible, but no later than December 31, 2005. So those are the corrections.

I believe you have to refer to the screen for the absolute correct one.
But I think I got the corrections. So Resolution 44, submitted by General Executive Council, the resolve of this resolution reads as follows:

Be it resolved that all local unions in the United States and Canada should replicate data by converting to the WinDues software provided by Northwest Labor Systems or a compatible system as soon as possible but no later than December 31, 2005, so that all local unions and the International, and in the future, the International Pension and Benefits Funds are using a universal dues reporting system.

The Committee recommends concurrence with this resolution and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: And I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's recommendation.

Microphone No. 2.

DELEGATE TOM MORAN (Local 25):
Mr. Chairman, Local 25 does participate in the WinDues system, and works extremely well, but I have run into a problem in the last month when I changed file servers in the office. And I had a great deal of difficulty moving a WinDues system into our new file server, and it resulted in an unusual, high expense in the amount of hours that it took to make this conversion. And I believe that.

And I spoke to the people from WinDues about it. And they have agreed to let local unions know what is involved in moving their system from one file server to another. But I think there should be some guidance from the General Executive Council about the WinDues that will aid local unions if this move has to be made and make them aware of the total cost that is involved to make this move.

It has become a very expensive ordeal for Local 25 to make this move.

GENERAL PRESIDENT SULLIVAN: I hear what you're saying, Tom.
Any other debate?

Seeing none, all in favor of the Committee's recommendation, signify by saying aye.

(Chorus of ayes.)

Opposed?

Adopted.

And we will look into that, Tom.

I will now call for the PAL video.

(The PAL video was played.)

GENERAL PRESIDENT SULLIVAN: The Chair will now recognize Roy Ringwood, Chairman of the Resolutions Committee.

COMMITTEE CHAIRPERSON RINGWOOD:

Resolutions Committee will continue its report. Our Resolution 43, to start with.

Secretary Joe Kerwan.

COMMITTEE SECRETARY KERWAN:

Resolution No. 43, submitted by the PAL Committee, separate handout. This resolution is in support of the Kerry-Edwards ticket. The resolved of this
resolution reads as follows:

Therefore, be it resolved, that this 41st General Convention of the Sheet Metal Workers' International Association endorses John Kerry and John Edwards and the next President and Vice President of the United States of America.

(Standing ovation.)

And directs every elected Local Union officer throughout the United States to educate their members on the issues, to participate and get-out-the-vote activities in their local area and to encourage their members to vote for candidates who support union members, collective bargaining and working families.

The Committee recommends concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD: And I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the Committee's report. All in favor, signify by saying aye.
(Chorus of ayes.)
Opposed, nay.
Adopted.

COMMITTEE SECRETARY KERWAN:

Resolution No. 3, introduced by the Pennsylvania State Council of Sheet Metal Workers, deals with negotiating the General Election Day as a holiday in the standard form of union agreement. This resolution has been amended by the resolution committee to clarify that General Election Day in the standard form of union agreement must result from collective bargaining negotiations.

The resolve of this resolution reads as follows:

Therefore, be it resolved that the Sheet Metal Workers' International Association will attempt to negotiate the General Election Day as holiday in the standard form of agreement so that our members may campaign for those politicians who support our cause.

The Committee recommends
concurrence with this resolution, and I move adoption of the Committee report.

COMMITTEE CHAIRPERSON RINGWOOD:

Second on the motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN:  You have heard the Committee's report to encourage every Local Union to make Election Day a paid holiday, or a holiday, and it ought to be paid. Darn well betcha. So that we can get our people to the polls and make sure that they work on Election Day.

Any speaking?

Seeing none, all in favor, say aye.

(Chorus of ayes.)

Opposed, nay.

Adopted.

I give my thanks to the Committee.

We have a Kerry video, but I wanted to ask a question, is it the long one or the short one?

FROM THE FLOOR:  Short.

GENERAL PRESIDENT SULLIVAN:  Let's see
the Kerry greeting.

(Senator Kerry's remarks video.)

SENATOR JOHN KERRY: Hi, it's great to be with you all today. I wish I could be there in person, but I am proud to have this opportunity to at least come to you this way to honor your outstanding work on the issues that matter most.

And I want to recognize your General President Mike Sullivan, who has been terrific. His strong leadership and all the hard work that he has put into this campaign is going to make an enormous difference. Let me just say to all of you, that it is unions like yours that put the movement in the labor movement. You move our country forward every single day, protecting workers, promoting justice and building the American dream with your skills and your hands. And knowing, as you do, that it has gotten tougher, this election is even more important.

The truth is, that for the labor
movement, this is a battle that matters
more than any other in past history. Labor
is under attack.

This administration is attacking
the 40-hour workweek. They are attacking
overtime. They're attacking the right of
people to organize, and there are millions
of workers in America who, in fact, every
day do well, have a pension, have a health
care plan, get a decent wage even though
they are not members of organized labor,
because of your work. You work hard for
America.

And with John Edwards and I in
the White House, we are going to return
that favor. We are going to restore your
faith and the ability of government to
stand up and fight for what is right. We
are going to protect Davis-Bacon, and we
are going stand up for the right to
organize. We are going to stand up against
these people who literally send harassment
experts into the workplace to undo people's
right to be able to organize. We are going
to protect the prevailing wage. We are
going to strengthen project labor
agreements, and we are going to strengthen
the apprentice training programs that give
young Americans the skills that they need
to succeed.

I tell you, we are going to
tackle America's infrastructure deficit.
There is more work to be done in this
country. All you have to do as an adult is
look out any window, walk through any
street, look in any city, any rural
communities, there are schools to be
rebuilt, hospitals, roads, energy efficient
buildings that we need for the 21st
Century. There is work to be done in
America, and we deserve a President who
wants to get that work done.

And, finally, John and I are
going to close those tax loopholes that
actually ask you to take your tax money,
your hard-earned income, and give it over
to companies to reward them for shipping
jobs overseas. We are going to help the
companies that create and keep jobs right here in the good ole U.S.A.

This is the most important election of our lifetime, my friends. Now, more than ever before, I need your help. I need you to keep knocking on doors, making phone calls, talking to your friends, and talk to anybody you can find, neighbors, family, make sure people understand what is at stake in this race.

The only way we are going to win this in the end is through your efforts to take the truth out, house for house, street for street and precinct for precinct. On Election Day I need you to make sure that every single person you have talked to gets out to the polls and makes their voice heard. Working together, we are going to win this election, and together we are going to win a lot more than just an election. We are going to build an America that is stronger here at home and respected in the world. We are going to put America back to work and we are going to put
mainstream American values back into the
decisions that affect your lives.

Thank you and God bless you all.

(Applause.)

GENERAL PRESIDENT SULLIVAN: The Chair
will now recognize Tom Kelm, Local Union
38, for a political grassroots
presentation.

Tom.

MR. TOM KELM (Local 38): General
President Sullivan, General
Secretary-Treasurer Kelly, members of the
Executive Council, thank you for inviting
me here to give this presentation. And
congratulations to you all getting elected
to lead our local in the next five years.

To the delegates and the guests
here of the 41st Convention, I am a member
of the organizing committee of the
Westchester Department of Central Labor
Body. We at the Labor Body wanted to make
a PowerPoint presentation to get out to all
the members and affiliates to educate and
energize them to get out to vote in 2004.
We decided to call this Victory 2004.

(A video played.)

What is at stake in the 2004 election, nothing less than the security of the nation and the nation's working families. Today, our national security is threatened by terrorists and our economic security is threatened by the policies of the Bush administration.

For example, experts say we will have to take money out of Social Security to pay Bush's tax cuts to the rich. And Bush wants to make Social Security even less secure by tying it to the up and downs of the stock market. He has already turned a large part of Medicare over to huge drug corporations. On the other hand, John Kerry has pledged to protect both Social Security and Medicare for future generations of America, and unlike Bush, he won't fumble the job of national security.

When President Bush first took office, one of his first actions was to
issue an executive order allowing taxpayer
money to fund nonunion work. Since then he
has taken collective bargaining rights away
from large numbers of airport workers and
federal workers and has taken the right to
form unions away from university workers.

John Kerry, on the other hand,
will fight for laws guaranteeing workers
the right to form unions without employee
interference.

President Bush passed an
education bill. He called it No Child Left
Behind, and then proceeded to leave
millions of children behind by not
adequately funding the measure. John Kerry
has a long record of supporting real
education reform. Under Bush's patriot
act, you have to be careful what you say,
but has proven to be ineffective in
capturing real terrorists.

John Kerry will institute
effective safeguards against terrorism
while protecting our civil liberties.

The Bush agenda includes putting
an end to unions as we know them. One of President Bush's top advisors, Grover Nordquist, bragged, "We are going to crush labor as a political entity and ultimately break the unions." Has Bush made the economy better for workers? Only 308,000 jobs were created in May 2004, 78,000 jobs in June, and down to 32,000 jobs in July of 2004. 400,000 who people ran out of employment benefits stopped looking for work. We have lost 2.4 million jobs since the recession began in 2001.

(Presentation played.)

(Applause.)

We know George Bush and his administration have tried to trash Social Security, Medicare, education reform, civil liberties and unions.

Now, it is our time to put George Bush and this administration out to the curb.

(Applause.)

George Bush is going to be the first President in 58 years who not only
did not create any jobs, but also lost on
the average 71,000 jobs per month since he
took office. That is 71,000 jobs lost per
month since George Bush took office.

Under George Bush, the United
States Department of Labor now offers tips
on cutting overtime pay.

That's George Bush's appointed
Department of Labor that is supposed to
protect workers.

For example, bosses are told, do
not offer workers overtime hours. Increase
low wage workers' yearly pay to $22,100,
making them ineligible for overtime pay,
and cut a worker's normal wages but add
overtime to equal the worker's original
pay.

(Video clip played.)

Is George Bush at least taking
care of Americans who served in the
military? The answer is no. New
Department of Labor regulations aimed to
take overtime pay away for many workers who
learned their trade while in the military.
In contrast, John Kerry is one of the Senate's leading champions of better benefits for workers.

The U.S. budget deficit, it is $1 trillion and growing. Who do you think is going to pay for that?

(Video clip played.)

Brothers and sisters, we have to find a leader who supports workers and working families. So I ask you, who then should lead our country?

(Video clip played.)

John Kerry has made clear, I support a worker's right to organize for better pay, working conditions, and benefits. John Kerry supports the Employee Free Choice Act. It provides card check recognition, meaningful penalties for unfair labor practices, and after one year, first contract arbitration.

Our road map to victory, what we must do. In the presidential election of 2000, George Bush won by four electoral votes.
If the race happened exactly the same way in 2004, George Bush would win by 18 electoral votes due to population changes by states. Everybody assumes that the states in red will most likely vote Republican and the states in blue will most likely vote Democratic.

That leaves these battle ground states where 174 electoral votes are up for grab. We must make phone calls. We have to get out information to our members, our family, our friends in these 17 states and let them know about the issues and how important it is for them to vote for the working families in this 2004 election.

John Kerry must win at least one of these states, Ohio, Missouri, or Florida. Our 2004 mobilization to defeat the Bush agenda. To achieve victory in 2004 and beat George Bush, John Kerry must get a 5 percent increase and support among active union members. He must get continued overwhelming base support and improved support from non-union workers.
In 2004 the union turnout must match or, at least, be higher than the 26 percent that it was in 2000. We should distribute leaflets to all union work sites. We have to inform our members about the issues in this election.

Over 80 percent of our members receive a union newsletter. We must use our newsletter to explain what is at stake in 2004. We must focus on swing members. Let's make sure they get extra communications that drive home the message and also contain a request to take action.

In the 2000 election, 69 percent of those who received four or more contacts voted for Al Gore and 27 percent for George Bush. Among those that received no contact at all or just zero to one contact, those numbers went down to 61 percent for Al Gore and up to 34 percent for George Bush. That is a 15 percent increase in a difference regarding member contact.

What will it take to elect John Kerry? The union movement needs every
union family to be registered and to vote.
We need you to participate in voter
registration and voter registration drives
in your communities. We need you to work
phone banks and to participate in our
efforts to get out the vote.

Most of all, every union member
must be informed, mad as hell, and willing
to fight for a union way of life that is
worth fighting for. If we can accomplish
these things on November 2nd, we can say
bye, bye to George Worst Bush and hello to
President John Kerry. Thank you.

(Standing ovation.)
GENERAL PRESIDENT SULLIVAN: Tom came
to me and asked me if he could put on this
presentation, and after I watched it, I
said, "Yeah, we want to see that."

I think it was great. He put it
together himself. He did all of the
preparation on his computer, and it is a
great presentation.

Let me say this, if you live in
one of those 17 states that he talked
about, if you live in one of those battle
ground states, after the election, you
should not be saying, "Oh, I wish I would
have done this or I wish I would have done
that." We can't afford to do that.

If you live in those battle
ground states, you have to make every
effort available between now and election
day to see to it that our union is doing
everything possible to win this election
because if we lose it, it will be us that
has lost it.

Labor can win it, and labor can
lose it. We can win it by being active and
doing what we know we all need to do. We
will lose it if we think that somebody else
is going to do it for us. No one else is
going to do it like us.

You people and our membership,
you delegates here, you are the ones I know
can go out and get it done, and there is no
one that can do it. There is no other
union, there is no other organization that
can organize better than us when it comes
to this.

Vince Panvini and I will be talking early next week, and we will be, as I said, putting our staff into the battle ground states. We are going to put as many of them as I can, and we will be using subsidized organizers. We will be calling you, all of you, and we will be asking to release your subsidized organizers. We will pay their expenses wherever we send them, and we are going to do whatever we can to win this race.

(Applause.)

I don't want to say the day after the election that sheet metal workers didn't do everything they could to win this election. So with your help, we will get it done and we will have a new president of the United States this year. Thank you.

(Applause.)

Now, the Chair will now recognize David Zimmermann, Local 36, for the final report of the PAL Committee.

COMMITTEE CHAIRPERSON ZIMMERMANN:
Good morning. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, sister and brother delegates and guests, the PAL Committee would like to thank you for your generous hearts everybody poured out this week.

As we said earlier this week, we were going to try to get down inside the ten and to make sure we scored in November. Well, everybody stood up to that challenge. Before we get there, I would like to recognize our PAL Committee that worked this week and thank them for their dedicated help: John Parker, my secretary from Local 435; Thomas Balabuch, Local 292; Willis Jepsen from Local Union 334; Fred Kneebone, Local Union 537; Bradley Rooker, Local Union 105; Mark Riker, Local Union 66; Brent Moore, Local 60; Andrew Tortora, Local Union 28.

International staff:

Bernie Carr, Jackie Gallodoro, and we had two of our brothers from Local 88, two organizers, Randy Soltero and Donald
Mulhern who helped out throughout the week. Please give them a warm round of applause.

(Applause.)

As I said earlier in the week, we asked everybody to re-up in the General President's Club because we are in a new cycle.

We had over 50 people come forward and do such. They deserve a warm round of applause, also.

(Applause.)

The Bush record, what else is there to say. You have seen it early and often this week, all day long. Again in the paper today, you got your paper, the census rose. Poverty, another million this year. Over 45 million people uninsured now. The list goes on and on. This is not a mistake. It is an organized assault on organized labor and working people.

You will have a handout. It should be on your tables. There will be -- Vince likes to cut a lot of trees. There
is going to be a lot more stuff e-mailed to your office between now and election. Make sure you get it out to your membership.

Let's make sure that we work together. There has been a lot of controversial issues this week, but as we walk out these doors together, we are shoulder to shoulder, brother and sister, shoulder to shoulder together, and we have one biggest goal after this convention, is to make sure that John Kerry gets elected in November.

Without much further ado, we probably need a drum roll here. I would like to announce some new numbers.

Our committee's secretary, John Parker -- if we have a drum roll.

( Drum roll from the floor.)

COMMITTEE SECRETARY PARKER: Thank you, Chairman Zimmermann. General President Sullivan, General Secretary-Treasurer Kelly, General Executive Council, delegates, and guests, I
am proud to give the final report from your
PAL Committee.

I do want to say one word of
thanks though to Dave Zimmerman. I have to
tell you-all, that guy was there every
morning at that PAL booth first. He opened
it up, he set it up, and he was there every
night when we shut it down. He set up
schedules. He really did a great job, and
I could not have asked for a better
chairman to work under. Thanks, David.

(Applause.)

During the course of the
Convention, all of the members of the PAL
Committee have continuously staffed the PAL
table and thereby provided all who wished
the convenience necessary to make a
voluntary contribution.

While we did not get
contributions from 100 percent of the
delegates, we were very close. Yeah. In
fact, you will be pleased to know we have
established a new Convention collection
record.
For comparison, the 1990 Convention raised $103,000 for PAL. That was from all of the delegates, U.S. and Canadian, which was a total of 516 delegates. There was also $10,000 raised for PAL education, the raffle, and that made a grand total of $113,000.

At this 41st General Convention in 2004, we received contributions to the SMWIA PAL Fund of $130,604. There is more. There is more. That is not the bottom line yet.

That was from the U.S. delegates. We got $17,660 from the Canadian delegates for the SMWIA Canadian PAF, and that is going to be exclusively for Canadian candidates and Canadian labor issues.

That $17,660, by the way, is in U.S. dollars and would equate to $23,266 Canadian. So, anyway, it makes a grand total of $148,264.

There is more. Contributions to this Convention for the PAL Education Fund,
our raffle, totaled $23,000 of which $1,940 was collected from Canadian delegates. So the grand total for everything collected at this Convention is $171,264.

(Applause.)

That is an increase from last Convention of $58,264. That really does speak volumes.

Mr. Chairman, that concludes the PAL Committee final report, and I move for adoption of the committee report.

COMMITTEE CHAIRPERSON ZIMMERMANN: That is a second from "Vince's No Neck Committee."

GENERAL PRESIDENT SULLIVAN: It has been regularly moved and seconded to adopt the committee's report.

They refer to themselves as "Vince's No Neck Committee."

Any discussion? Seeing none, all in favor, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.
(No response.)

Adopted.

And let me say this, fantastic job. On behalf of all of us, thank you for a job well done from our committee, and we dismiss you with our warmest regards and empty pockets. Thank you.

(Applause.)

I will now have Chairman Ringwood come forward of the Resolutions Committee for their final report.

COMMITTEE CHAIRPERSON RINGWOOD: Thank you, Chairman Sullivan. Starting with Resolution 42, we are prepared to conclude the report.

Would you all show appreciation for the committee and our secretary, Joe Kerwan, please.

(Applause.)

COMMITTEE SECRETARY KERWAN: The three you were looking for.

Resolution 42, submitted by the PAL Committee, separate handout.

This resolution calls for the
General President and the Director of Legislative Affairs to make available to all members of the SMWIA an annual report concerning legislative affairs and other relevant issues.

The last resolve reads as follows: Be it further resolved: That the annual report be made available to all members via SMWIA website in an effort to maximize the impact and awareness of the report's findings, and the direction/action of resulting legislative initiatives as determined by the General President and the Director of Legislative Affairs.

The committee recommends concurrence with this resolution, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Any speaking?

Seeing none -- or are you getting up?
Seeing none, all in favor,

signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY KERWAN:

Resolution No. 39, again a separate handout submitted by the Constitution Committee.

This resolution calls for the General President to appoint a committee to study the feasibility of a prescription drug program that would allow prescription drugs to be obtained from other sources.

The resolve of this resolution reads as follows: Therefore be it resolved: That the General President appoint a committee to study the feasibility of implementing a prescription drug plan that would allow for drugs to be obtained and distributed from other sources.

The General President, with concurrence of the General Executive
Council, shall have authority to implement such program if deemed to be in the best interest of the members of this association.

The committee recommends concurrence with this resolution. I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: And I would second that motion.

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. All in favor of the committee's report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY KERWAN:

Resolution No. 31, introduced by the Resolutions Committee. Again, a separate handout.

This resolution is in support of sheet metal workers local union retirees clubs.
The resolve of this resolution reads as follows: Therefore be it resolved: That the delegates of the 2004 SMWIA Convention encourage all local unions to support or establish retiree clubs.

The committee recommends concurrence with this resolution, and I move adoption of the committee report.

COMMITTEE CHAIRPERSON RINGWOOD: I second that motion, Mr. Chairman.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 2.

DELEGATE TOM MORAN (Local 25): Tom Moran, Business Manager, Local 25.

The General Executive Council, will they establish guidelines under which these retiree clubs are going to conduct business?

GENERAL PRESIDENT SULLIVAN: I think how we have done it in the past, Tom, is Vince's office has been the one that has done that, and, yes, we can do that.

DELEGATE TOM MORAN (Local 25): Yeah.

I believe the bylaws that are out there
right now are kind of old and out of date,
and I was wondering if they would be open
to written suggestions from the business
managers around the country for them.

GENERAL PRESIDENT SULLIVAN:
Absolutely. Send them in.

DELEGATE TOM MORAN (Local 25): Very
good. Thank you.

GENERAL PRESIDENT SULLIVAN: And we
will address it.

Any further discussion? Seeing
none, all in favor of the committee's
report, signify by saying aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted.

COMMITTEE SECRETARY KERWAN: One last
thing. The committee would just like to
give out a couple of thank yous.

The first one, probably most
important, is to our Chairman, Roy
Ringwood, who really kept us together these
past two weeks and really, really worked
He is a great leader, and what I have found to like most about Roy is he is a true gentleman in the true sense of the word. So thanks a lot, Roy.

(Applause.)

We would also like to thank our legal counsel who worked with us, George Murphy, and Kathleen Griffith who works, I believe, out of Tom Kelly's office, who did all of our typing. And we burned some paper these past two weeks, let me tell you. She did a great job, so thank you, Kathleen.

Mr. Chairman that concludes the report of the Resolutions Committee. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you. And on behalf of delegation, I dismiss the committee with our gratitude and our thanks. Job well done.

The Chair will recognize John Parker for a correction.
COMMITTEE SECRETARY PARKER: Thanks, Mike. You walk off the stage and Vince and Jackie descend on you and say, "No, no, no." $23,000 was added twice. The grand total is $148,264, still a great number, but that's for the record.

GENERAL PRESIDENT SULLIVAN: Well, it just gives us another number to shoot for in the future.

The Chair will now recognize the chairman of the Constitution Committee, Bruce Word, for the final report of the Constitution Committee.

(Applause.)

COMMITTEE CHAIRPERSON WORD: Thank you. As the Chairman said, this is our final report. We only have 32 more, so please bear with us. I am just kidding. Before I turn it over to the secretary, I would just like to say thanks to General President Sullivan for appointing me to the committee as chairman. It has definitely been a learning curve and
an experience and being able to serve all
of you.

When I first got the
appointment, I didn't quite know what to
expect, thinking here I am in five days
trying to get through 120 amendments with
11 business managers from a diverse group
of locals, geographically as well as size,
and come to some conclusion on
recommendations to bring to you this week.

And I would just like to thank
everyone in this committee, that worked on
this committee and I sincerely mean this.
Everyone came in ready to work and had the
members of this association's best interest
in mind. They sat down, checked egos at
the door and got on to business and, I
think, did a hell of a job, and I would
like all of them to stand up and be
recognized. Thank you.

(Applause.)

Now I will turn it over to the
secretary to finish our final report.

But before I do so, I would just
like to say a few words about Craig. I mean, this guy has had a heck of a lot to go through, keeping track of this, keeping order. I know there has been people that have come to me and asked, "Why isn't it in order, the page number?"

This stuff is ongoing throughout the Convention, trying to coordinate it with the agenda. The agenda is changing, and I tell you, it is a real task. And, like I say, for everyone on that committee, I think it came out really well and hopefully we did not miss anything.

I have checked with Pat. We have all thoroughly checked. Hopefully we walk out of here and we have addressed every concern that was brought before us.

Once again, I would just like to say thanks to Craig for a great job, and he deserves a big hand.

(Applause.)

COMMITTEE SECRETARY SANDBERG: Thank you all. We are closing in on it.

I also, before I get started, I
would like to thank Bruce for his leadership. I need to thank Patti Shoap. She did all of the work on the typing. She did a great job. Pat Riley put it all together, and I just get to read it, so here we go.

Under Amendment No. 91, PAL, Article 31. Delegates heard a partial report from the PAL Committee on Tuesday and accepted several of their recommendations incorporated in the following amendment already.

Amend the first line of this section on page 122 by deleting the word "urged"; and amend the last sentence by adding the words "and membership education and information purposes" so that the first paragraph of the article reads as follows:

Local unions are to establish local PAL Funds which should be created in accordance with provisions of applicable state and local laws, and administered by a local PAL Committee appointed by the local union business manager.
Local PAL funds shall be used solely to make contributions and expenditures in support of or opposition to candidates for state, county, municipal, and other non-federal offices in either primary or general elections and in support of or opposition to state, county, municipal, and other non-federal issues and membership education and information purposes.

We would amend the beginning of the seventh line of the second paragraph by deleting the words "established local political action funds or committees" and substituting the words "contribute to the SMWIA Canadian Political Action Fund (PAF)"; and amend the eighth line deleting the word "and" after the word "law" and substituting the words "which will" so that the last sentence of the article reads as follows:

Local unions in Canada are urged to contribute to the Sheet Metal Workers' International Association Canadian
Political Action Fund (PAF) as appropriate under Canadian federal and provincial law, which will make contributions to those candidates for public office who support the aims and goals of the Sheet Metal Workers' International Association in Canada.

Further amend this article by adding the following new sentence: Furthermore, all local unions shall establish and maintain a legitimate political action and educational program and/or continue any ongoing or previously established political action and educational programs consistent with the directives of this International Association.

The committee recommends concurrence with the proposed amendment. I move adoption of the committee's report.

COMMITTEE CHAIRPERSON WORD: I second the motion to adopt the committee's report.

GENERAL PRESIDENT SULLIVAN:

Microphone No. 4.
DELEGATE SHAWN BOIVIN (Local 280):

Shawn Boivin, Local 280, mainland, British Columbia.

I rise to speak, Brother Chairman, in support of this motion. It has been said many times in Canada that when America sneezes, Canada catches the cold, and other than British Columbia, I can tell, we have got Goddamn -- pardon my French -- pneumonia.

And if you could allow me to sway just slightly, Brother Chairman, in support of our American friends in getting rid of your infidel, I have some suggestions for our Canadian brothers who are probably all wondering how we can help.

I know how I am going to help. I have relatives in Florida. They happen to be American citizens, and I am sure there is probably a lot of Canadian delegates at this conference who also have Canadian friends and relatives or American friends or relatives down here, and I urge you all, like I am going to do myself, and
that is get on the phone to all of those people that I know, especially in those swing states, and do what we can so we can recover from our bloody pneumonia. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: You have heard the committee's report. Seeing no one at the microphones, all in favor, say aye.

(Chorus of ayes.)

Opposed, nay.

(No response.)

Adopted. Congratulations.

COMMITTEE SECRETARY SANDBERG: Mr. Chairman, I would like to thank the delegates of the committee for their patience and for not making me walk back to Ohio with that other kid.

That concludes the report of the Constitution Committee.

(Applause.)

COMMITTEE CHAIRPERSON WORD: I just wanted to conclude, I would be remiss if I
didn't bring to the attention the professional input and the assistance that we got from legal counsel, Pat Riley. He did a great job on this committee and keeping this thing focused, helping keep us focused.

And also Patti Shoap. She did a wonderful job, as many times as these amendments are being amended and changed between ourselves. Thank you, Patti. Good job, well done.

(Applause.)

GENERAL PRESIDENT SULLIVAN: And on behalf of the Convention delegates, we dismiss the committee with our thanks and gratitude for a job well done.

Earlier today I was going to say -- as they came up, I was going to say, "Here they come to save the day." And it was tough this morning trying to get it all in. They did a great job and thank you so much. You guys did great.

The Chair will now recognize Frankie Greer, Local Union 137, for the
remarks concerning hotel construction.

DELEGATE FRANKIE GREER (Local 137):

How is everyone doing today? Okay.

Thank you, President Sullivan, General Secretary Kelly, and the General Executive Council, the delegates, and the guests.

I want you to take a look around the hotel. It is a beautiful hotel, isn't it? Did you see the grand ballroom?

Gorgeous hotel. They put on a real good presentation. It is union staffed and built, and I think we should give them a round of applause for keeping it that way.

(Applause.)

You know, if you look in that middle drawer between your beds in your hotel rooms, there is a book right next to the Gideon's Bible. It is called "Be My Guest." It was written by Conrad Hilton.

You know, Conrad Hilton had these core values that were unbelievable, especially for a businessman as such. He believed in the value of paying people
extra money or good money to keep a good
staff. He paid over scale at that time
before there were any unions, and before he
died, he made a promise that Hilton Hotels
will stay staffed as such, stay union, and
I thank him for that.

However, the corporate family
came together after his death and they
are -- this hotel, the Hilton Family is now
Hilton Corporations. If you could run that
slide.

They have stretched it out so
there is many, many, many different
entities now, different hotels. If you
will take a look at the slides here. These
are all owned by the Hilton Corporation and
it just keeps running and running. I am
sure a lot of these hotels are in your
area.

Well, the problem is, is that
all of the other hotels, other than the
Hilton itself are franchises, and those
franchises have a franchise agreement which
allows any contractor to come in and build
their hotels.

If you could run the next slide, I would appreciate it, please. I want you to take a look here. In the last five years, out of the 1,200 -- approximately 1,200 Hilton Hotel franchises being built, of those other hotels, less than 200 of them were done union. Less than 200 in North America, and that is a shame.

I come here today not just as a sheet metal worker, but I come here representing the Building and Construction Trades Council of Greater New York City. We decided we were going to work on this and put this together and not let them knock on our door and walk in our house with muddy shoes. And that is what we are doing right now.

We went to different areas because we believed the problem was everywhere. And I am not here to say, you know, we shouldn't be at the Hilton Hotel because why would we not be in the Hilton Hotel? Why would we not be in the house of
the enemy?

As an organizer, you are trying forever to get in the house of the enemy. You are trying to get inside, so you don't want to give away that tool. So we are staying inside, and we are going to stay inside.

And in other places, we have set up rats. We have had rallies, the whole time being on the inside because once you are here, once you have paid and once you have a room, they are not going to throw you out. And you could have a lot of fun with that. It is very creative. You could have a good time. It is fun to be an organizer.

You know, the Hilton Hotel in their franchise agreement, they have something called an expectancy of excellence clause, and it talks about having the proper sheets, the proper blankets, the proper pillows, and right down to the soap and the little plastic cap that if I had hair, I would wear it on my
head.

Why can't they have an expectancy of excellence clause that says they are going to use skilled union labor?

I don't understand that.

You know, when we go to these places, half the time, just like the comedian said the other day, when they say the building trades coming, they wish that they could just go abracadabra. They want to get rid of everybody.

This has worked so well by keeping people on the inside and working on the outside that a few months ago -- I think it was six weeks ago, Nikki and Paris Hilton -- I am sure everybody knows who they are, they actually had to have their own birthday bash, which annually they have at the Waldorf Astoria, they had to have it at the Sheraton Hotel next door. Now, that is effective, and it is effective so much that Albert Church, the head of development for the Hilton Corporation sat down with the building trades, wanted to discuss
amending that clause so there is a harmony clause in the City of New York for construction of Hilton Hotels.

And that is not good enough because there is no such thing as being just a little bit pregnant. We don't just want to be good in New York. We want to be good all over the country because just a little bit is not good enough. We want it all.

Now, New York might be my house, but everybody else has their house, too. And we have to keep everybody else out of our house because it is our house and that is our right.

So what I am asking is that you go back to your own jurisdictions and you take this information with you and you give it to your organizers and let them run with it. Let them have a ball.

I recommend joint organizing task forces with the rest of the building trades because there is a lot of creativity there.
In end, I believe we can't boycott. We can't not go to the Hilton Hotels because you get a lot of information from the inside of those Hilton Hotels. You get to find out what events are going on, when is the best time to have that rally on the outside.

So I ask that you all bring this back to your people, and I thank you very much for this time. Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: Thank you, Frank.


DELEGATE JOE NIGRO: I have been waiting to get up here all week.

General President Sullivan, General Secretary Kelly, General Executive Council, delegates and guests, first I want to congratulate all of the winners of the scholarship awards. There was some 42 this year, and I would ask that the video put
all of those winners up on the screen as I do my speech in order to expedite time and allow you people to go home.

The Sheet Metal Workers’ International Scholarship Fund was established in 1988, and since then has awarded more than $5 million in scholarships to over 400 students who receive financial assistance for their college education.

This year, 32 four-year, $4,000 per year scholarships were awarded. Over 900 members and their spouses or children applied. The scholarships are awarded by regions and then at large by the participating locals to ensure equitable distribution.

The applicants are scored on grade point average, ACT and SAT scores, also on extracurricular activities, and an essay on the effects of the union on their lives. Of the 39 locals that participated in the Fund, 30 received at least one scholarship.
The remaining nine had no completed applications returned and no one applied. This we want to try to stop. We want to make sure all of you participate and all of you apply.

I encourage all of your locals to include this important benefit during your next contract negotiations, for only those locals who contribute the one penny per hour worked are eligible for the scholarship fund award.

All other are eligible for the foundation award of $1,000 for one year.

This year we awarded ten $1,000 scholarships. Please make your members aware of the foundation scholarships, and if your local does not contribute to the fund, every active dues paying member who has a child entering his senior year in high school or a child or spouse under the age of 25 already in college is eligible for one or both programs.

I hope you have read the materials in the awards booklets you
receive at the scholarship booth. Use the materials to make your memberships aware of our programs. Please contact the office if you need any more information.

I personally would like to thank the trustees, the General President, General Secretary-Treasurer, General Executive Council, and the selection committee for constantly pursuing to better the scholarship fund.

I also would like to give special thanks and ask her to stand up, Janice Hernandez, who does one heck of a job making sure this gets done every year. Janice, would you stand up.

(Applause.)

Also, the many ways we raise money for the foundation, I would like to thank the golf committee but also the women in the office who do so much of the work, especially Jackie Bennett, Donna Haupt, and Lonna Bowen who worked so hard for our golf tournament which is coming up October 4th. For those of you who can make
it, send your dollars in and we will try to get you a space.

I also want to give a brief financial report to let you know how well the fund is doing under the direction of Michael Sullivan. Ending August 26, 2004, the International Scholarship Foundation has $4,271,651.26.

You can clap, if you want.

(Applause.)

Mike Sullivan keeps giving me money for that fund. I love it.

And as far as the scholarship fund, we have $2,153,983 as of the end of June.

(Applause.)

Now I will turn it back to Mike Sullivan to introduce the essay winner.

GENERAL PRESIDENT SULLIVAN: Thank you, Joe, for that great report.

Each year the scholarship fund applicants are required to submit an essay describing the influence the Sheet Metal Workers' Union has had on their lives and
their families.

It is my pleasure to introduce a young lady who was chosen by the selection committee to share her essay with all of us. Not only was her essay outstanding, she also had the highest total score of 100 points.

She is Morgan Starr, the daughter of Virginia and Lloyd Starr of Tyler, Texas. Lloyd has been a member of Local 337 in Tyler, Texas, for over 34 years.

Morgan will be a sophomore at Texas Tech University in Lubbock -- help me out there, somebody from -- Lubbock this fall where she is majoring in kinesiology.

In her letter of recommendation, her high school English teacher praised Morgan for demonstrating an ability to excel in honors and advanced placement classes, as well as participate in extracurricular activities, such as the year book staff, the National Honors Society.
She noted that Morgan is one of those rare people who is very talented in a specific area, namely, athletics and fully understanding the concept of team work. She received many volleyball and basketball awards and was a member of both the Amateur Athletic Union and the Basketball Congress International.

Her teacher stated that when Morgan establishes a goal and focuses on the objectives to reach that goal, her potential for success is tremendous. We are very proud to have this scholarship program to assist outstanding students such as Morgan, so I would ask all of you to give this brilliant and bright young lady a warm sheet metal welcome.

Morgan Starr.

(Standing ovation.)

MS. MORGAN STARR: Thank you so much. You are going to have to bear with me. I am kind of going through a cold, so my voice is kind of gone.

Good morning -- or good
afternoon, actually. I am Morgan Starr. I am a recipient of the Sheet Metal Workers' International Scholarship this past year. I currently attend Texas Tech University in Lubbock, Texas, as a sophomore where I major in kinesiology.

I would like to thank the international committee for providing me the opportunity to thank the union personally and share with you-all what the Sheet Metal Workers' has meant to my family and me.

The Sheet Metal Workers' Union has been and continues to be a major factor in my family's economic well-being and stability in numerous ways. I can undoubtedly say our standard of living would be less fortunate if my dad was not a member of the Sheet Metal Workers' Union.

Throughout the years, my family has enjoyed all of the benefits and privileges the labor has offered, such as good housing, clothing, vehicles, and other possessions that make life more convenient.
Most working class Americans who are non-union do not have these possessions to the level that union workers do because they do not have the right to bargain and negotiate their wages, benefits and conditions of employment.

Unfortunately, nonunion workers do not have much of a choice but to accept their employers' offers, which is usually not much. They constantly live with the threat of minimum wages and benefits reduced or eliminated at the will of their employers. We do not have to face this injustice, because we are Sheet Metal Workers' family.

I am very much aware that the union sheet metal workers have job security for several reasons. Employees cannot be terminated unless it is for a legitimate and just reason, nor can they be laid off without honoring their seniority or be called from layoff by seniority. My dad will also have a vast pension when he retires.
I have learned from my dad that the Sheet Metal Workers' International promotes equality and craftsmanship and in this global economy, that is extremely important to the job security and in turn important to my family.

I have firsthand knowledge of the advantages of the benefits that the union has negotiated with my dad's company. Ten years ago, my brother was in a major accident where medical bills were over $100,000. If my dad had not had these benefits, my family would have experienced extreme financial hardship.

We are also able to spend time together as a family because of the good wages and benefits. We have taken vacations and spent holidays together. Many families, especially nonunion families, are unable to do this because they do not have union benefits, such as paid holidays and vacations like my dad has.

During my four years of high school, I also competed in the amateur
athletic union and basketball congress
international summer leagues where I had
the opportunity to compete with or against
the most talented girls in the State of
Texas, many of which play collegiate
basketball. For me to participate, we have
to be able to afford the expenses, because
we traveled over 100 miles twice a week
for practice and games around the
Dallas/Fort Worth metropolitan area and
other cities around Texas. I also traveled
to other states to compete in major
tournaments.

The travel, lodging and
tournament fees were expensive, however,
the games, tournaments and friends I made
are memories that I will cherish my entire
life. This would not have been possible if
my dad had not been able to make vacation
time and afford to pay for the expenses.
He could because he is a sheet metal
worker.

Throughout my lifetime I have
become knowledgeable of the countless
benefits and conveniences the union has provided to my family. My dad has been active in his local union for over 30 years and has served several times on his union's bargaining committee. I have helped him many times by putting out signs for political candidates that were endorsed by labor, attended the rallies and Labor Day picnics.

I always look forward to Father's Day weekend, as I have helped my dad numerous times in collecting Dollars Against Diabetes. The opportunity for this scholarship is another advantage to being a Sheet Metal Worker family. If I were to receive this scholarship, which I did, it would be of great benefit towards continuing my education. This will not only benefit my family, but my -- excuse me. This will not only benefit my future but my family's future, as well.

If I am in a job where I can be a union member, especially a sheet metal worker, I will be proud to be one.
matter where my destiny takes me, I will always be a union supporter, because I know what the union has meant to my family and me.

Lastly, on behalf of my family, I would like to thank the Sheet Metal Workers' International Union. You mean so much to my family.

Thank you.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: Wow.

You know, Morgan, while you were speaking, I think you already are a member of our International the way that you are out there working and doing the things that we really need to get done.

I can see why the Committee selected your essay. It was excellent. In fact, I've heard a lot of essays over the years that I have been coming to these, and I have to say, if that isn't the best, it one of that I have ever heard. And it was accepted very well by this membership, and we appreciate you taking the time to come
and be with us. And God bless and
Godspeed.

Good luck to all of you.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: We will
now have the 50/50 raffle. And do we have
a picture? The video.

(Video playing.)

MR. JOE NIGRO: Who is that guy?
First of all, I want to thank
everybody, especially these next few guys.
The top seller of the International staff
who sold 108 tickets is Larry O'Neill.
(Applause.)
Larry will receive a Sheet Metal
Workers' ring.

Also, the top seller for the
business managers and representatives who
sold 61 tickets is Craig Sandberg. I don't
know when he found the time to do that.
(Applause.)
He will also receive a Sheet
Metal ring. And the good news is, this
year, the Sheet Metal Workers' International Scholarship Foundation 50/50 raffle sold 1,593 raffle tickets with a total of $54,100 dollars. The winner will receive -- I hope it's me -- $27,050.

Thank you very, very much. Who is going to draw it, though?

They will have one friend and a lot of enemies. All those in favor of Tom Kelly drawing it?

GENERAL SECRETARY-TREASURER KELLY: I am going to pull Mikey's name. Mike Sullivan.

GENERAL PRESIDENT SULLIVAN: No, don't do that.

MR. JOE NIGRO: Robert White, Dunsford, Ontario.

(Standing ovation.)

GENERAL PRESIDENT SULLIVAN: And that's American, Bob.

(Laughter.)

Let's see. We will now have some PAL drawings. It has been mentioned to me that the PAL video, that there were
some people interested in that. If you are interested in that, let us know, and we will get a copy of it for you. Okay?

Where is the PAL drawings? This is for the eight-inch portable DVD player.

Who do we have?

Eddie Montes -- M-o-n-t -- well, it doesn't say toes. It says -- 105.

Okay. I can't read it. Eight-inch.

Eddie.

DELEGATE EDDIE MONTES (Local 105):

Thank you.

GENERAL PRESIDENT SULLIVAN:

Congratulations.

(Appause.)

You can pick up the prizes at the PAL booth after the Conference.

Thank you, Eddie. I'm sorry.

This is for the Waterford crystal eagle. Mark Hamant, Local 24.

(Appause.)

This is for the copper wishing well donated by Local 36. Johnny or John Songer, Local 15.
(Applause.)

This is for the 32-inch flat screen TV. Mike Sullivan -- no, no.

(Laughter.)

Jackie Galdororo with the IA.

(Applause.)

This is for the Senate lapel pin and Congressional cuff links. I don't that anybody would want to be caught wearing them until we change the --

Eddy Oliveira, Local 30. Eddy, I know you will be able to wear those in Canada.

(Applause.)

Eddy wants to trade it for the TV, Jackie.

(Laughter.)

This is for the Waterford crystal desk box. Joe Kerwan, Local 112.

(Applause.)

You know, I think we ought to do these during the week instead of the last day when everybody wants to -- okay.

Water Ford crystal clock.
Brian Crane, Local 18.  
(Applause.)
Sterling silver SMWIA cuff links. Tom DeBartolo, Local 27.  
(Applause.)
This is a Senate lapel pin and Congressional cuff links. A Canadian is going to win it again, right?  
Victor Stepsay, retired General Vice President.  
(Applause.)
He is probably not here. We will make sure he gets them, right?  
Senate lapel pin and cuff links.  
David Harmes, Local 20.  
(Applause.)
I don't know what is going to come out of here. Senate lapel pin and Congressional cuff links. You get double dose. Matt Franckowiak, Local 44.  
Waterford crystal cross. Randy Thompson, 406.  
(Applause.)
We have had good diversity, a
lot of different locals.
  Senate lapel pin and
Congressional cuff links.
Natalie Ferris, local 85.
Leather coach demi-handbag.
This guy is going to really look cute with this.
(Laughter.)
The guy that gets it to carry around, Joe Bergantino, Local 17.
(Appause and laughter.)
I'm not going to go there.
(Laughter.)
Leather coach checkbook wallet.
Pat Landgraf, Local 18.
It's the final one, Senate lapel pin and cuff links. John Beaulieu,
Local 10.
(Appause.)
Okay. Secretary-Treasurer Kelly for some remarks before we move into the closing video.

GENERAL SECRETARY-TREASURER KELLY:
Okay. John Shore from Local 435 lost his
cell phone at the Navy Pier. If anybody
has found it, he is back there someplace.
I just want to reiterate my thank you to
Darlene Mstowski, Jim Slovey and Stan
Karczynski for all their help, their
patience and sincerity in getting this
together. To all the Local 73's
instructors, their business agents,
organizers, FST, and office help, this was
truly a great convention and a great union
city.

(Standing ovation.)

Could we also have all of our
office staff, and you have heard the
reports of the Committees up here today.
That is a tremendous job they did for this
Convention. Will you all stand up, please,
so we can give you a round of applause, our
office staff.

(Applause.)

Thank you to all of the locals
that sent in the gifts that we gave out. I
just want to let you know when we were
running close to the wire on those boxes, I
called Local 104, and I asked them, listen, have these made up and we will pay for them, and I gave them the list of all we needed, and their membership voted at the union meeting to make that a donation to the International. So they deserve a thank you.

(Applause.)

To Locals 12, 71, 7, 36 and 435 for your display, once again, we thank you.

On this wall here, we are going to dismantle it today. The frames are welded up. They are going to send the parts back to the IA, and we will take care of shipping them back to your local union.

If you haven't picked up your banner, it is probably sitting over there by the Bugatti.

Also Kamber, I think you have done a tremendous job in getting this convention on with us, and just one final note: Next year we will be in Seattle August 21st through the 25th. You are going to be handed this, if you haven't been handed this already.
What we wanted to make sure, many people like to take this Alaskan cruise. We have made some arrangements for a discount. That is on the back. You can pick it up when you leave here, and thank you for all of your cooperation and everything that we’ve done.

Thank you.

(Applause.)

GENERAL PRESIDENT SULLIVAN: I need to remind the delegates that the Constitutional amendments are effective October 1st, and we will be sending a letter out next month summarizing the changes, and we hope to get the new constitutions out by January.

At this time, could we show the closing video, please.

(The closing video was played.)

(Applause.)

I want to say to all of you that this has been the hardest working convention I have ever been to. We have
gone from early in the morning straight
through the days until late at night. And
I know that that takes a lot of patience,
but you got the job done, and you deserve
our applause for doing that.

So give yourselves a round of
applause for the work that you put in.

(Applause.)

Your membership will be proud of
what we have done here this past two weeks.
And I am looking forward and Tom and the
Executive Council of going through the
recommendations and the resolutions and
listing them all and beginning to enact
them for the future of our membership and
this great union.

Be careful going home. God
bless all and each and every one of you and
your families and seeing no further
business to come before this convention, I
now close this 41st General Convention of
the Sheet Metal Workers' International
Association sine die.

(Standing ovation.)
...At 12:55 p.m., the 41st General Convention of the Sheet Metal Workers' International Association adjourned sine die ...