



37th Grand Lodge Convention

Highlights

Tuesday, September 9, 2008

Delegates Answer Call for Unity

Clinton Rallies Machinists for Obama



After a rousing address to the Convention and a call to endorse Presidential candidate Barack Obama, Senator Hillary Clinton received an honorary IAM membership, only the third person in the last sixty years to do so.

Shouts of welcome echoed through the halls of the Convention when delegates gave a rousing welcome to a close friend of the Machinists union, Senator Hillary Clinton. The packed convention hall rose to their feet repeatedly during Clinton's remarks and displayed unequivocal support for her request to back the candidacy of Illinois Senator Barack Obama.

"You were with me from the start, and I want you to know that I will stand with you as we try to change what's

going on in this country," Clinton told the delegates. "I believe this country is worth fighting for, and that's why I am fighting to elect Barack Obama the next president of the United States.

"I don't think there's ever been higher stakes in an election than what we're facing this November. Barack and I may have started on different paths, but we are on one journey now, and it's a journey to take back our country because Americans do better when we have a Democratic presi-

dent," declared Clinton.

"I know Senator Obama. I've seen his passion and determination. He understands both the economic stresses here at home and the strategic challenges around the world," said Clinton. "We've got to start with a president who actually understands the changes we have to make. And no one has more at stake in this election than the American labor movement."

Immediately following her remarks, delegates unanimously passed a resolution endorsing Barack Obama for president. "This union is not half-hearted with its endorsements," said IAM President Tom Buffenbarger, who was an early and strong supporter of Sen. Clinton in the primary race. "We will have

boots on the ground in every state to make sure our members understand that Barack Obama is the best chance in a generation to reclaim the American Dream for working families."

The endorsement of Obama will trigger a massive education campaign among IAM members and extensive publicity in union publications and worksites nationwide. The IAM is a significant political presence in the key

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Finance Report Covers Four Tough Years



General Secretary-Treasurer Warren Mart gave delegates a comprehensive review of IAM finances in the four years since the 2004 Convention and outlined the challenges ahead.

General Secretary-Treasurer Warren Mart delivered a financial report on the second day of the 37th Grand Lodge Convention that provided delegates with a detailed look at the IAM's financial activity over the past four years.

The report covered revenues, expenses and balances in each of the IAM's five major fund accounts and a discussion of cost-saving activities implemented since the last Grand Lodge Convention in 2004.

Layoffs, outsourcing and

aggressive political opposition to union organizing have combined to create the most serious threat to the union's core financial strength in a generation.

While the IAM Pension Fund, Strike Fund, Organizing Fund and Scholarship Fund continue to exhibit healthy balances, the steady slide in membership coupled with the sharp rise in expenses is placing extraordinary pressure on the union's General Fund.

"You don't have to be an econ-

omist or an accountant to grasp the heart of our situation," said Mart. "With the decline in membership has come a significant decrease in the revenue we need to operate our union. We are here this week to confront that reality and devise a plan to see us through the months and years ahead."

The IAM General Fund has experienced a deficit in each of the last four years, a trend that runs counter to the union's mandate to operate within a balanced budget.

"We need to prepare for even darker days ahead," cautioned Mart. "We have to face the fact that our union has paid a high price to outlast our adversaries."

Delegates will analyze the financial data throughout the week as they consider how to set the union on a financial course to restore balance while maintaining the level of services and representation that IAM members have come to expect.

"It will be our job to come out of this Convention united behind a plan for the future that is stronger than anything our adversaries can throw at us," said Mart. "The decision of how we do that will be up to you. Our future is truly in your hands this week."

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industrial states of Ohio, Pennsylvania, Michigan and Wisconsin.

The IAM, which was the first union to endorse Clinton's presidential campaign, paid tribute to the close friendship with the Senator from New York by awarding an honorary IAM membership, only the third person in

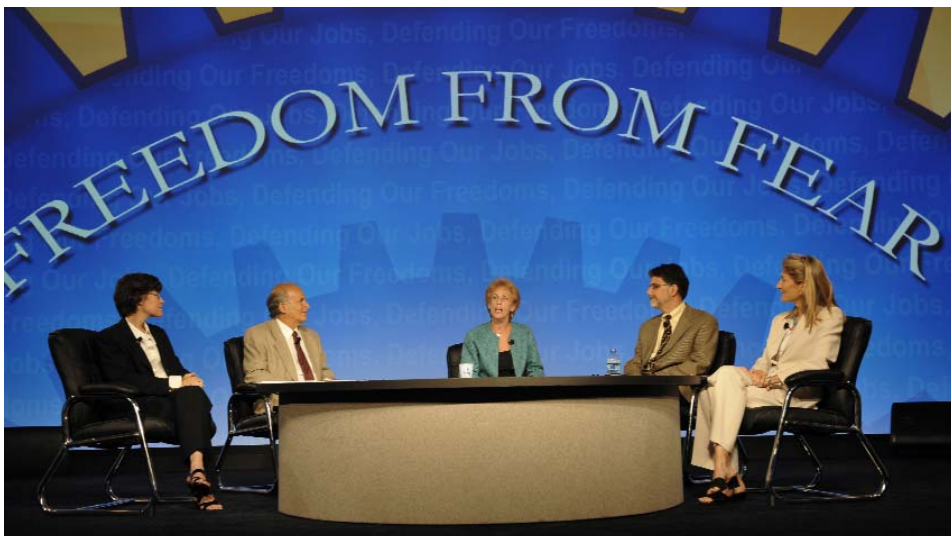
the last sixty years to do so.

"We found a partner who never gave up, never gave in, never quit until the last vote was counted," said Buffenbarger. "We found a partner who fought like hell, was knocked down and refused to stay down. We found a Democratic leader who would fight for blue-collar families."



Delegates gave a rousing welcome to Senator Hillary Clinton for her longtime work on behalf of the IAM and its members.

Distinguished Panels Discuss Freedom from Fear



Delegates heard a panel on “Fear in the Workplace” discuss the problem of employer intimidation and included, from left, Mary Beth Maxwell, Harley Shaiken, Ellen Bravo, Bruce Goldstein and Amy Edmondson.

Following the day’s *Freedom From Fear* daily theme, a distinguished panel of experts discussed the problem of fear in the workplace, including employer intimidation, immigration reform and union busting.

“The process of workers coming together to organize unions is a process ruled by intimidation and fear,” said Mary Beth Maxwell, Executive Director of American Rights at Work. “But together we are going to change that by passing the Employee Free Choice Act.”

“Fear in the workplace is widespread and it reduces willingness to speak up and seek help,” said Amy Edmondson, a professor at Harvard Business School. “People don’t refuse to speak out because they don’t care or they aren’t willing, but because they are afraid of the consequences.”

Also on the panel was Ellen Bravo, author of *Taking on the Big Boys*, Bruce Goldstein, Executive Director of the Farmworker Justice Fund and Harley Shaiken, Director of the Center for Latin

American Studies.

A panel on chemical and biological hazards in the workplace continued the day’s theme with a discussion of new chemical hazards entering the workplace and the need to protect workers. Panelists called for political reform and a fundamental change in how employees and employers view workplace safety.

“Prevention doesn’t save money – it saves health and lives,” said Dr. Stephen Levin, Co-Director of Mount Sinai’s Irving J. Selikoff Center of Occupational and Environmental Medicine.

“Of all the hundreds of thousands of chemicals introduced to the workplace, only four are being tested each year,” said Sheldon Samuels, who received special recognition for his work as Director of the AFL-CIO’s Health, Safety and Environment Industrial Union Department.

“We need a real agency with real results so you can protect your life, your family’s life and the lives of your members,” said Samuels. Also on the panel was Dr. Paul Brandt-Rauf, Professor and Chairman of Environmental Health Sciences at Illinois University and Judy Schurke, Director of the Washington State Department of Labor and Industries.

Labor Leaders Speak Out for Change in November

Coalition of Black Trade Unionists (CBTU) President Bill Lucy urged delegates to throw their support behind Barack Obama and end the failed policies of the Bush administration.

“Organized labor has the opportunity to change the course of this nation, a course that for eight years has seen the nation slide backwards into economic chaos for millions of working families,” said Lucy.

“Barack Obama has jumped through every hoop, leaped over every hurdle and shattered every barrier to assume the leadership of this party, and he has done it with dignity and class,” said Lucy.

The most impassioned response from delegates came after Lucy spoke frankly about race relations in our country. “There are folks who say, ‘I just can’t bring myself to vote for him. I just – I just can’t do it,’” said Lucy. “Well, we’ve got the incredible opportunity of choosing a black friend or a white enemy, one of the two.”

Transportation Communications International Union (TCU) Bob Scardelletti also addressed the delegates, echoing Lucy’s call for change in the upcoming elections. TCU affiliated with the IAM in 2005. “Senator McCain is North American workers’ worst night-



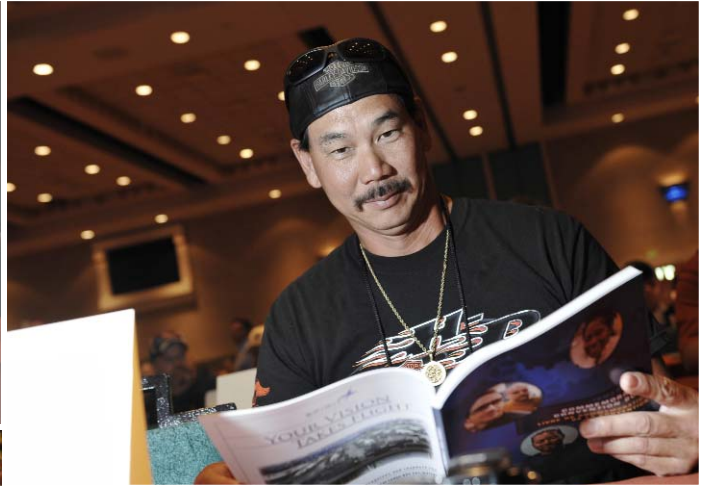
Robert Scardelletti
IAM/TCU President



Bill Lucy
President, Coalition of Black Trade Unionists

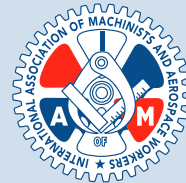
mare,” said Scardelletti. “He is no friend to our veterans. He is no friend to our senior citizens. He must be defeated at all costs. Barack Obama needs the fighting Machinists. We need him and America needs Barack Obama.”

Convention Photo Album



International Association of Machinists
and Aerospace Workers

37TH Grand Lodge Convention Highlights



R. Thomas Buffenbarger
International President

Warren L. Mart
General Secretary-Treasurer

GENERAL VICE PRESIDENTS:

Lee Pearson
Western Territory

Robert Martinez, Jr.
Southern Territory

Dave Ritchie
Canada

Richard Michalski
Headquarters

Robert Roach, Jr.
Transportation

Philip Gruber
Midwestern Territory

Lynn D. Tucker, Jr.
Eastern Territory

IAM/TCU PRESIDENT:
Robert Scardelletti



Delegates Act on Resolutions

Convention delegates took action on several proposals, approving resolutions pledging support of the Employee Free Choice Act (EFCA), fundamental human rights, universal health care coverage and a new national energy policy.

Delegates also approved a resolution deepening our commitment to working with trade unionists throughout the world to combat the current assault on trade unions.