

The IBT is the largest union in the US with over 2.1 million members in over 900 locals. Membership in the IBT is open to anyone working under its jurisdiction, which covers "all workers", except members of the CP and any non US citizen who refuses citizenship.

A IBT local must accept the transfer from another local of an IBT member who is now working under its jurisdiction. The local must meet at least monthly, and it is able to set its own financial levies and establish its own bylaws - subject to approval by the International (Intl). Local officers are elected to a min 3 yr and max 5 yr term of office. In order to run for office a member must be in good-standing (paid dues by the end of each month) for the previous 2 yrs. This means the rank and file (r&f) have little direct control over officers. Nominations for offices are made in nov or dec, at least 30 days prior to elections. Any unopposed incumbent need not stand for election again in order to retain their post. Election is by secret ballot, with no write-ins allowed. Winner is by a simple plurality. The local officers form a 7 person executive board of President, vice-president, recording secretary, secretary treasurer, and 3 trustees. Their meetings are closed to the membership except by invitation. All actions of the local exec are subject to final approval by the Intl. This is all outlined in the Intl Constitution and gives the Intl exec board final say on any question that comes up in any shop of local.

In order to receive strike benefits from the Intl a strike must be sanctioned. For a strike involving less than 200 workers the Intl General President must authorize the strike, over 200 the General exec must sanction. The Intl has the power to cut off payment of strike benefits when it decides the strike has gone on long enough. Benefits are paid in a declared lockout. In order for a strike vote to pass in a local 2/3 of those affected must vote for it, and it takes 2/3's to reject an employers "final offer". However a simple majority is all that is necessary to ratify a settlement. This arrangement makes it much harder for a local to buck the Intl than to let a bad settlement slide by.

revoke or

The Intl retains the power to ~~suspend~~ suspend the charter of any Local, as well as the power to impose a trusteeship or a receivership (or dictatorship by another word) upon any local. It is possible for any member of the union to place charges against any other members for violation of contract, violation of constitution, non-loyalty to the union, scabbing, etc.

## IBT Structure 2

The Joint Council is the next largest unit in the IBT. It acts to coordinate the activities of the various locals in any one small geographical/~~region~~ economic region. The power of the Joint Council (JC) is mainly political power, it has no real bargaining power. It is the mediating body between Intl & local.

The Area Conference is the real bargaining power, and is financed 50/50 by the Intl and the locals under its jurisdiction. The Conferences are potentially a union within the union, that is could potentially shut down its area if the Intl pulled some stunt. For this reason the Intl General President has the power to override or approve any and all decisions of the Conference. There are 4 conferences; Western is the strongest, Andy Anderson is its director. encompasses the 11 western states & 3 western Canadian prov., has some 260 local and 400,000 members ( all figures ~~from~~ from mid 60's) Central has 13 midwest states & 2 central canada, 295 locals and 450,000 members ~~50% in~~ IL? OH? MO? MI. have 70% of members East has 15 atlantic states & 2 eastern canada. 300 locals and 560,000 members, 50% in NYC, NJ, PN Southern has 9 states, 48 locals 90,000 members, is the weakest

The Convention is the highest body of the IBT. It meets every 5 yrs, a long enough time in between each to make it very difficult for any r&f initiative especially since the local officers and BA's serve as the delegates to the convention. In other words the delegate could be elected ~~x~~ 2 years prior to the convention, before any convention questions had come up. The Intl could also be sure that all attending have already become part of the bureaucracy in one way or another. The business of the convention is 1. electing Intl officers, 2. Amending the constitution, 3. hearing any appeals to the decisions of the intl executive board. Each JC, Area conference and state conference each get a delegate to the convention and all intl officers and organizers serve as delegates to all sessions but officer elections. The actual business of the convention is done ~~in~~ in 6 ctes which report to the convention 1 rules, 2 credentials, 3 officer reports, 4 resolution, 5 appeals, 6 constitution. The latter cte is the one with the most power and the one Hoffa always sat on. All delegates do ~~nt~~ nt sever on ctes, ~~only~~ only as less than 100 delegates / cte.

To be a candidate for Intl office ~~and~~ a member must have served at least 2 yrs. as a local officer. The Executive Board of the IBT is the policy making body. It is composed of 15 officers, geographically distributed so 6 from East, 5 from Central, 3 from west, 1 from south. The General President (Fitz) has almost unrestricted operating control of the union, (at some \$125,000 plus expenses, of course). The Secretary-treasurer has little power, is the top bookkeeper. There are 13 vice-presidents, the top 4 are appointed to position of Conference Director (Western director is Andy Anderson) These 4 along with GP and ST are full time Intl staff. The other 9 v-ps are responsible for all activities of the IBT in ~~the~~ geographic areas: strikes, negotiations, grievances, keeping on a top of

IBT Structure 3  
affairs. The GP can hire assistants  
and can hire other v-ps as general organizers. The Intl also  
has a staff of people ~~xx~~ who do research, pr, put out the  
Teamster ~~magazine~~ magazine etc.

The Master Freight Agreement (MFA)  
The MFA directly covers 1/2 million teamsters, and affects the  
wages of hundreds of thousands more whose contracts are  
negotiated after and follow the lead of the the MFA.  
Local 81 in town is the MFA local, meaning its officers have  
more ~~power~~ power relative to other locals as they are plugged  
into a national hierarchy (Jack Alexander is recording-sec)  
The Teamsters covered by the MFA are freight drivers and  
workers directly involved in shipping freight, (dockworkers,  
mechanics) Employers covered are common carriers which are  
ICC (Interstate commerce commission, a Federal agency) regulated.  
What the MFA does is to establish a national framework within  
which to deal with national companies, and a national freight  
industry. What is contained ~~it~~ in the main ~~contract~~ body of  
the contract ~~x~~ ~~xxxxxx~~ are the rights of the union, what the  
scope of the agreement is, union recognition, dues check-off,  
agency shop, right of the union to have stewards in workplace,  
conduct limited union business on company property, the  
seniority system, grievance procedure, ~~xx~~ right to refuse to  
operate unsafe equipment, pay periods, and other such  
general relations between the boss and workers. However the  
only economic content of the main contract is cost of living  
clause.

All of the substantive economic agreements and working  
conditions in specific as contained in supplements to the  
the MFA. Each Conference has its own set of supplements to the  
MFA. These supplements are part of the national agreement  
but mean that the actual content of the ~~MFA~~ MFA is different  
for each region, but in each the rights ~~xxxx~~ of the union  
are the same, the general framework has been established.  
There are 4 main supplements in each region ~~1~~ (in order ~~xxx~~  
of number of ~~x~~ workers covered) 1. pickup and delivery  
covers dockworkers and hostlers and drivers operating within a  
50 mile radius of the jurisdiction of each local 2. over the  
road, ~~3~~ 3. office, 4. garage and service station. Each of these  
supplements differs mainly in exact amount of wage and working  
conditions. The grievance procedure and stewards, etc. are  
basically the same for all. All these ~~x~~ variations from  
region to region indicate the MFA is not a "best of all" ~~possible~~  
agreement. These supplements are concessions to the industry.  
There are a few local supplementns to the MFA. 1. short haul  
covering 9 companies 2. Produce and Frozen foods- 2 cos, ~~3~~ 3.  
Tanker and bulk commodities - 7 co's. there is one agreement  
for ~~the~~ joint council 37, OR and southern WA, Vancouver etc. and  
one agreement which covers region of OR, WA, CA, UT, NV.  
There is also a local Draymen agreement, which is not MFA, it  
covers Local 162, but it expires soon after the MFA does and  
will take a lead from the MFA, (The terms pick-up and delivery,  
local cartage, and draymen means essentially the same thing) ~~xxxx~~