

OFFICIAL CONVENTION CALL

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

The General Executive Board has determined that the COVID pandemic will prevent the International Union from conducting the 30th International Convention in person. While we are all hopeful that the new vaccines will be distributed and administered to the public before June, many people responsible for conducting an in-person Convention need to be in Las Vegas within the next few weeks to make the necessary arrangements. The International Union cannot put these workers at risk. Nor can we predict that it will be safe for all of the delegates, staff and guests to travel to Las Vegas in June, or that regulations in Nevada will permit such a large gathering. Accordingly, this Convention Call sets forth the accommodations that will be in effect for this Convention, to the extent we can anticipate at this time. Additional adjustments may be necessary depending on the future course of the pandemic and governmental regulations.

In accordance with the provisions of Article III, Section 1 of the International Constitution, you are hereby notified that the 30th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene on June 22, 2021, at 12:00 p.m. (Eastern time), and continue until June 25, 2021, at 2:00 p.m. (Eastern time), for the purpose of nominating candidates for Regional and At-Large Vice President positions; nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the Rules for the 2020-2021 IBT International Union Delegate and Officer Election ("2021 Rules").

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

CONFERENCE OR DIVISION	ENTITY
Graphic Communications Conference ("GCC")	All GCC local unions with 125 or more members.
GCC	GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.
Brotherhood of Locomotive Engineers ("BLET")	All BLET General Committee of Adjustment ("GCAs") with 100 or more members.
BLET	BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.

Brotherhood of Maintenance of Way Employees Division ("BMWED")
BMWED

All BMWED System Federation ("SFs") with 100 or more members

BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.

Teamsters Canada Rail Conference ("TCRC")

The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

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

Delegates shall be issued credentials and individual identification information that will allow them to participate in Convention activities. The individualized identification code will enable the delegate to participate in all activities to which he/she is entitled. Each Local Union shall be required to notify the General Secretary-Treasurer and Election Supervisor of the names and personal contact information of a full complement of delegates to which the Local is entitled. Since the delegate related expenses a Local Union must incur to participate in the remote Convention are minimal, all Local Unions must identify and provide information for all of the delegates to which the Local is entitled.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the 2021 Rules.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers at the Convention unless they have been nominated and duly elected as Convention delegates by a Local Union under the 2021 Rules.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention; however, he will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers unless he is nominated and duly elected as a Convention delegate by a Local Union under the 2021 Rules. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention; however, he will not be permitted to nominate, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise nominated and duly elected as a Convention delegate by a BMWED System Federation under the 2021 Rules. Also, in accordance with the BMWED Merger Agreement,

any officers of the BMWED National Division who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

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

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

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

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

EXPENSES OF DELEGATES. Since delegates will not be required to travel to Las Vegas, Local Unions will not be required to provide the types of expenses incurred in prior in-person Conventions. However, Local Unions may provide lost time wages or a reasonable stipend to delegates as compensation for expenses they may incur to participate in the Convention. Any such payments must be authorized in accordance with Local Union's Bylaws and comply with rules issued by the General Secretary-Treasurer or Election Supervisor. All authorized delegates shall be provided with the same expenses or stipend, with the exception that delegates who are full-time employees of a Union entity may not receive lost time wages or a stipend if they also receive their Union salaries or reimbursed expenses. In short, delegates and alternates may not receive duplicate expenses or allowances, even if authorized. In determining the appropriate amount of expenses or allowances, if any, the Local Union must take into account the expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified delegate, with a copy to the General Secretary-Treasurer. The credential shall have printed thereon the delegate's name and the Local Union number and shall be signed by the Election Supervisor. Delegates will also receive personalized identification codes that must be used to participate in the proceedings and vote on matters that come before the delegates. Personal identification information shall not be shared or transferred, without compliance with the

credentials transfer procedures adopted by the Election Supervisor. **Unauthorized transfer of identification information may result in the revocation of a delegate's certification for all purposes for the duration of the Convention.**

In order to be seated, each delegate at the time of the Convention must be a member in good standing from a Local Union entitled to representation. Delegates shall be advised of procedures to be utilized by the Credentials Committee and Election Supervisor to verify their good standing status prior to the start of the Convention.

ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected under the 2021 Rules and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union may pay the expenses of its alternate delegate(s) on the same basis as it pays a stipend or expenses for its certified delegates, subject to the limitations set forth above. In no event shall a Local provide any benefit for an alternate delegate if it does not provide the authorized benefits to its full complement of delegates.

AMENDMENTS AND RESOLUTIONS. In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or the general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets. Proposed amendments may be submitted as early as possible for the consideration of the Constitution Committee. In addition to submissions by Postal Service or facsimile, (202) 624-8970, amendments may be emailed, with copies to the Legal Department at amendments@teamster.org. Members must identify themselves, the provision of the Constitution to be amended and their Local Union or affiliate.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the 2021 Rules, are hereby incorporated by reference in this Official Convention Call, subject to the modifications set forth in this Convention Call or in Rules that may be adopted by the General Executive Board, Election Supervisor or Rules Committee to accommodate unanticipated developments.

Despite the fact we will be separated physically, I know we will be unified in our commitment to accomplishing the goals of this Convention, nominating candidates, adopting amendments to the Constitution, adopting resolutions that will reflect this Union's position at the forefront of the labor movement, and addressing the future needs of our members.

Fraternaly yours,



Ken Hall
General Secretary-Treasurer

cc: Richard W. Mark, Election Supervisor