

# Graphic Communicator



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## Abandoning America

U.S. corporations use 'inversion' trick to set up overseas and dodge taxes: 'A scandal,' says GCC/IBT leader.

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DONKEYHOTIE/FULCR

## November Showdown

Teamsters and GCC/IBT 'gearing up aggressively' to elect labor-friendly candidates in crucial midterm elections.

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## Bad Judgment

Supreme Court decision on NLRB appointments again gives corporations an edge.

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## Protect and Preserve

Inter-Local Pension Plan participants vote to reduce benefits and guarantee long-term stability.



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# Plenty on the Line in Midterm Elections

**A**re you ready? Since the beginning of the year, I have been urging GCC/IBT members to pay attention to the news, learn as much as they can about candidates, donate time and money to labor-friendly nominees and – most important – circle Nov. 4 on the calendar and vote for candidates who care about the middle class.

What’s on the line in midterm contests now approaching?

Plenty.

Up for grabs are all 435 Congressional House seats, 36 in the Senate and, at the state level, 36 governorships. Unless labor – and working people, generally – get in gear, the results could be grim.

Analysts claim Republicans will keep control of the House –perhaps increasing their 233-199 edge (there are two vacancies) – and could grab the Senate, where Democrats hold 53 seats, the GOP 45 and independents, two. Republican governors occupy eight more state houses than Democrats and, experts say, that is not likely to change.

In other words, we are looking at the possibility of a Republican rout – controlling Congress and most of the nation’s state political systems. If that doesn’t worry you, I can only say: Wake up.

We are living through one of the most polarized periods in American political history. Republicans and Democrats have brawled since the country began – at one point, Thomas Jefferson and John Adams

were enemies – but the atmosphere in the capital now is toxic, no two ways about it.

Bipartisanship is viewed as weakness by right-wing extremists who punish any elected official inclined to compromise. From the beginning of Barack Obama’s presidency, GOP leaders have made clear they would not cooperate with the White House – on anything.

Their obstructionism often has seemed personal. Witness the frequent and mindless calls to impeach Obama or House Speaker John Boehner’s threat to sue the president over his signature Affordable Care Act – a measure that has provided millions of Americans health insurance they could not otherwise afford.

We can only guess as to why Republicans dislike this particular president so much – why GOP leaders have failed to speak out against hard-right blowhards who question his legitimacy and portray him as a social radical when, in fact, Obama’s domestic agenda is less reformist than that of Richard Nixon. Can you imagine how the Tea Party would have howled if Obama had called for creation of the Occupational Health and Safety Administration (OSHA) and Environmental Protection Agency – both Nixon initiatives?



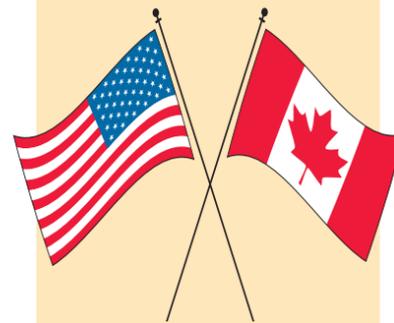
The same extremist forces that demonize Obama, are trying to stamp out the union movement.

Conservative governors push right-to-work laws – backward-looking legislation that really means the “right-to-work-for-less” – and, after the party’s 2010 midterm victories, promptly started unraveling the collective bargaining rights of state employees. In Washington, Republicans blame unions – not greedy GOP corporate benefactors – for slowing the economy and try to

undercut the National Labor Relations Board because the agency seeks to give unions an even break.

Combined with a conservative Supreme Court majority, Republican dominance on Capitol Hill could make Obama’s last two years a nightmare – for the president, middle class Americans, and the labor movement.

This is the last chance I’ll have to lay it on the line before Election Day. If you care about your livelihood, your union, and your country, get out and vote for pro-labor candidates – Democrats, in most cases. Tell everyone you know to do the same. We can’t give the people who have done so much damage in the last seven years a chance to do even more.



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# GOP, Where are the Jobs?

**S**peak with any elected official, and inevitably he or she will stress the need to create more U.S. jobs. But given the opportunity to do so just before Congress went on its annual August recess, Senate Republicans decided they would rather do nothing instead.

In a preliminary vote on the Bring Jobs Home Act, the Senate overwhelmingly approved the bill, voting 93-7 in favor of the measure. One week later, however, it all changed. The legislation, needing 60 votes to allow a final vote, fell six short. Only one Republican senator voted to allow it to move forward.

So why the change of heart? In a word – politics. GOP lawmakers heard from their big business buddies in the interim who urged them not to approve the bill.

This, despite the fact that as Sen. Debbie Stabenow (D-Mich.) noted, there are more than 21.5 million jobs nationwide that are at risk to being moved abroad. “It’s outrageous that, right now, American workers are paying through the tax code to ship their own jobs overseas,” Stabenow said.



The bill’s defeat is disheartening for the millions of workers who are unemployed or underemployed and struggling to pay their bills. Hard-working Americans are being besieged by efforts to offshore more and more good-paying jobs that would allow them to provide for their families.

At the heart of the struggle are bad trade deals like the Trans-Pacific Partnership (TPP). The 12-nation Pacific Rim agreement currently being secretly negotiated pits corporate gain against worker pain.

We must demand more from elected lawmakers. It begins by getting them to support the “Buy American” program, which gives U.S. companies an advantage when it comes to bidding on federal contracts. The program has been in place since 1933, but other TPP nations want to end it as part of the trade pact.

We’ve seen elected officials change tax law to help corporations. Why not do the same to help workers? After all, they are supposed to be the ones being served.

## MANAGING EDITOR’S NOTE

There was no question what demanded most attention in this edition. Midterm elections – crucial for the country and especially important for organized labor – are only weeks away. Our stories include a rundown on GCC/IBT campaign efforts and a centerfold election package that features an essay by Tom Mackell Jr. As coverage makes clear, Republicans could make gains in Congress and perhaps take the Senate while also scoring victories on the state level. GCC/IBT leaders – from local officials to President George Tedeschi – have sounded an urgent call for members to become politically active and vote on Nov. 4 in order to give worker-friendly candidates a chance to halt the conservative advance. Also in this edition are stories on a worrisome Supreme Court decision on NLRB appointments and a piece on the outrageous business practice called “inversion” that allows greedy corporations to avoid U.S. taxes. It is a busy season – and a busy Communicator to match.

– Fred Bruning

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## High Stakes for Labor in November Voting

By Zachary Dowdy  
*Special to the Communicator*

**M**att Larsen, president of Local 28-N, Salt Lake City, watched the Harvest Day Parade in Midvale, Utah, last August – but frowned when one of the marchers tried to hand him campaign literature.

It was Mia Love, the Republican nominee for Utah's 4th Congressional District, who, Larsen said, had turned her back on labor as mayor of Saratoga Springs, a small city north of Provo.

Polls showed Love, a darling among conservatives, ahead of Doug Owens, who hopes to fill the seat being vacated by fellow Democrat Jim Matheson, a seven-term congressman nearly beaten by Love in 2012.

"I turned my back to her," said Larsen, recalling the moment Love approached him as he sported a District Council 2 t-shirt. With Larsen was his sister and brother who wore shirts supporting Doug Owens. "She went to hand me one of the fliers and I said, 'No, thank you.'"

Larsen and other GCC/IBT leaders said rank-and-file union members need to take a stand, literally and figuratively, and work in dozens of races across the country because the stakes are so high in this mid-term election year.

Labor officials worry that unless members get into the streets and volunteer for traditional election year duty – voter registration drives, rallies, teach-ins, parades, and door-to-door campaigning for labor-friendly candidates – working people may lose ground in legislative bodies from the State House to Capitol Hill.

Analysts have already forecast a possible turnover in the U.S. Senate where Democrats hold a slim majority and experts say Republicans could build on their 233-199 lead in the House of Representatives.

With numbers like that, local efforts may be more important than ever. "These crucial midterm elections will be won or lost at the grassroots level," said GCC/IBT president George Tedeschi. "You can be sure that our Republican opponents will be out in force. But we have the numbers that can make a difference. GCC/IBT members, and all union people, must mobilize and become politically active. Make no mistake, this is a critical situation and our responsibility is great."

Tedeschi said a conservative Congress and Senate would represent a "terrible setback" for organized labor. "These people

are trying to kill unions and impede workers' rights," he said. "We can't let it happen. Work for candidates, donate and, most important, vote!"

Conservatives – particularly those in the party's increasingly powerful Tea Party wing – will be emboldened if Republicans gain major victories on Nov. 4.

"It's scary right now," said John Agenbroad, chief executive officer and secretary-treasurer of GCC/IBT District Council 3 and president of Local 508-M, Cincinnati.

In Ohio, Agenbroad said, conservative, anti-labor governor John Kasich appears to be leading Democratic challenger Ed Fitzgerald. If re-elected, Kasich seems certain to keep pressure on unions. Kasich had tried, unsuccessfully, to follow Wisconsin Gov. Scott Walker's lead and strip unionized public employees of collective bargaining rights in 2010.

Agenbroad said labor organizations have united around labor-friendly candidates and are pulling out all the stops. "We've got to focus on the local candidates," he said.

Most of those local contests are apt to be close – all the more reason for union people to work for pro-labor candidates, officials said.

In Atlanta, GCC/IBT Local 527-S President Ralph Meers said union members have been plastering the state with posters and signs in favor of labor's friends, including gubernatorial candidate Jason Carter, grandson of the former President Jimmy Carter, and U.S. Senate hopeful Michelle Nunn, who faces Republican David Perdue.

"We've got to elect Democratic candidates and hold them accountable," he said, adding that he is hopeful that grassroots efforts can alter Georgia's political landscape. "We've got such strong candidates in Carter and Nunn that it's possible we can change Georgia from red to blue."

Again and again, GCC/IBT leaders stressed the need for local activism. Without strong support and a significant voter turnout, Democrats could take punishing losses – and put working people at risk, union leaders said.

"We want the message out," said Larsen "We're union people and we want someone who's going to take care of union labor."

*Zachary Dowdy is a reporter at Newsday and editorial unit vice president of Local 406-C, Long Island.*



# U.S. Supreme Court NLRB Ruling Again Puts Labor at Disadvantage

By Dawn Hobbs  
Special to the Communicator

A U.S. Supreme Court decision that found President Barack Obama lacked authority to make three recess appointments to the National Labor Relations Board has drawn strong criticism from GCC/IBT officials and lawyers who say the ruling favors management and puts workers at a considerable disadvantage.

“As with its unfortunate opinion on campaign financing, the Supreme Court again has failed to protect hardworking Americans and provided an edge to powerful corporate interests,” said GCC/IBT president George Tedeschi. “These presidential appointments to the NLRB were essential and should not have been overturned.”

In a 9-0 vote, the Supreme Court held that presidents may make recess appointments – those that occur when the Senate is not in session – only when legislators are on break for 10 days or more.

During a three-day Senate break in January 2012, Obama appointed Democrats Richard Griffin and Sharon Block and Republican Terrence Flynn to the NLRB so that a quorum was achieved and the board – stalled by vacancies – could get back to work.

At the time, IBT general president Jim Hoffa praised the White House move.

“There can’t be any doubt which side President Obama is on after the recess appointments he made today,” Hoffa said. In view of GOP opposition, Hoffa said, Obama “made the right decision on behalf of the American people by bypassing obstructionists in the Senate.”

However, Justice Stephen Breyer, writing for the court, claimed that the three-day recess was not long enough to justify executive action. Breyer did not



address the propriety of Republican filibusters that forced Obama’s hand while the Senate was holding pro forma sessions – a maneuver Democrats viewed as an blatant attempt to undermine Presidential authority.

GCC/IBT officials and lawyers say the court’s June recess appointment decision allows management to buy time in labor disputes.

“Employers have exploited a loophole to delay justice to hundreds and possibly thousands of workers,” said GCC/IBT general counsel Peter Leff. “It will mean that the workers impacted by those decisions – and the workers waiting for decisions in cases pending before the board – will have to wait for their rights to be affirmed for an even longer period of time.”

Ira Gottlieb, another GCC/IBT lawyer, anticipates that “well-reasoned and fully-supported decisions” by the recess-appointed board will be upheld by NLRB members confirmed by the Senate after Griffin, now NLRB general counsel, Block and Flynn left their posts.

Gottlieb characterized the Supreme Court recess appointment decision as the latest politically-driven setback for labor.

“The Supreme Court dealt another blow against the federal policy of making relatively prompt decisions in labor relations disputes,” he said.

Gottlieb added that workers’ rights were being undercut “at every conceivable turn” but called the recess appointments ruling merely a “temporary setback on the path to justice.”

The case arose when the Noel Canning Corp., a bottler and distributor of Pepsi-Cola products in Yakima, Wash., used the recess issue to challenge penalties imposed on Noel by the NLRB following a successful organizing drive by Teamsters Local 760.

When the company – backed by a wide array of business groups – prevailed before the Supreme Court, other firms challenged NLRB rulings made during the period Griffin, Block and Flynn served on the board. The NLRB now must revisit all decisions rendered by the board in that period.

In all, nearly 130 cases will be remanded to the board for new consideration. Another 700 settled, resolved or unchallenged decisions could be appealed. The board has promised to rule on the remanded cases expeditiously, but it will push back the pending cases potentially for months.

Two cases in question pertain to NLRB rulings regarding the Santa Barbara News-Press, where reporters voted to join the GCC/IBT in 2006 and co-owner and publisher Wendy McCaw has yet to settle a first-time contract.

Both cases — one involving charges of bad faith bargaining and unlawful termination of a bargaining committee member and the other dealing with charges the company’s lawyers illegally sought confidential information from employees — were pending before the U.S. District Court of Appeals in Washington, D.C., but must now be sent back to the NLRB for reconsideration.

GCC/IBT officials and lawyers said the NLRB’s added workload also will delay a ruling on organizing victories – at Oberthur Technologies of America Corp. of Exton, Pa., a manufacturer of credit and government identification cards, in 2012, and DPI Secuprint Inc., a Rochester, N.Y., commercial printing company, in 2011 – that employers have challenged.

“Not only did the Supreme Court overturn legitimate presidential appointments but it slowed down a process that wasn’t exactly speedy in the first place,” said Tedeschi. “We are confident of victory in the end, but any delay is bad for workers who want, and deserve, union representation.”

## HOFFA SCHOLARSHIPS WILL HELP GCC/IBT STUDENTS FOLLOW THEIR ‘DREAMS’

With dreams of careers that range from mathematics to medicine, five GCC/IBT family members have been awarded \$1,000 James R. Hoffa “bootstrap” scholarships.

The winners were among 290 college-bound high school seniors cited for outstanding academic achievement this year by the Hoffa Memorial Scholarship Fund.

Students said the scholarships would make a difference in their educational pursuits, just as union membership had been a positive influence in the lives of their families.

“My Dad’s union is why I am able to be where I am today,” said **Conor Chichester**, 18, of Randolph, Mass., whose father, Mark Chichester, is a press operator at the Boston Globe and member of GCC/IBT Local 3-N. Conor intends to study mechanical engineering at the University of Massachusetts Lowell.

All winners expressed appreciation for the opportunities assured by GCC/IBT affiliation.

“Union membership has given my family financial security as well peace of mind in regard to quality medical benefits and an active voice in employee-employer relations,” said **Brady Wilburn**, 18, of Stevensville, Md., son of Jason Wilburn, a member of Local 72-C, Washington, D.C. Brady, who plans to major in bioengineering at the University of Maryland, said it was “gratifying” to receive a Hoffa award because



Derek Chaitu



Conor Chichester



Doungbagai Leo



Brooke Sorenson



Brady Wilburn

“there were many qualified candidates.”

Other GCC/IBT “bootstrap” winners were:

– **Derek Chaitu**, 18, of Toronto, whose mother, Mohanie Chaitu, is a member of Local 100-M. Derek is studying accounting at York University, Toronto. He thanked the IBT for

helping him pursue what has long been “a dream of mine.”

– **Doungbagai Leo**, 18, of Kalamazoo, Mich., whose uncle, Chan Lo, is a member Local 135-C, Battle Creek. Doungbagai intends a career as a pediatrician and is studying at Western Michigan University. “Higher education is important because without knowledge we get from higher education we won’t have the power to further ourselves in the world,” she said.

– **Brooke Sorenson**, 18, of Osakis, Minn., daughter of Michael Sorenson, a member of Local 1-M, St. Paul. Brooke is studying mathematics at the University of Minnesota Morris, and hopes to become a high school teacher. “The benefits of belonging to a union have helped my family – including this scholarship,” said Brooke. “Thanks again!”

GCC/IBT President George Tedeschi congratulated the Hoffa winners. “We are fortunate to belong to a union that values education and invests in young people,” Tedeschi said. “Congratulations to the winners. You make us all proud.”

# Overseas Tax Dodge: ‘What a Racket’

By Fred Bruning  
Graphic Communicator

While hailing the American system of free enterprise and proclaiming their unsurpassed patriotism, some of the nation’s top executives – with the advice of powerful banking officials – have been moving corporate headquarters overseas to avoid paying U.S. taxes.

The maneuver – called “inversion” – is legal but hardly an exercise in civic responsibility, say critics.

Among those most outraged was President Barack Obama who slammed “corporate deserters” for running out on the country in order to pump up profits.

“I don’t care if it’s legal, it’s wrong,” Obama told college students in Los Angeles, according to the Bloomberg news service.

Big business may consider inversion a slick bookkeeping trick – the tactic involves buying a foreign company and then claiming to be based abroad – but hard-working Americans will pay the price, Obama said.

“It sticks you with the tab to make up for what they’re stashing offshore through their evasive tax policies,” Obama said in Los Angeles, according to the Politico website. “If you’re a secretary or you’re a construction worker, you don’t say, ‘You know what? I feel like paying a little less so let me do that.’ You don’t get a chance to do that — these companies shouldn’t either.”

Financial columnist Andrew Ross Sorkin reported in the New York Times that Wall Street Banks, including JP Morgan Chase, Goldman Sachs, Morgan Stanley and Citigroup, already have collected more than \$1 billion in fees for advising big-name firms like Pfizer, the drug manufacturer, on how to take advantage of the inversion process.

In an opinion piece published as though it were a letter from President Obama, Washington Post writer Steven Pearlstein cited the example of medical device company Medtronic which intends to renounce its corporate citizenship. Pearlstein criticized Medtronic for seeking “all the rights and privileges of being an American company without the full complement of responsibilities that go along with it.”

Specifically, Pearlstein said, Medtronic expected security guaranteed by U.S. military and intelligence, a well-enforced patent system, a workforce educated in public schools, modern ports, efficient regulatory, financial and judicial systems and a government-financed health care that pays top dollar for the company’s products.

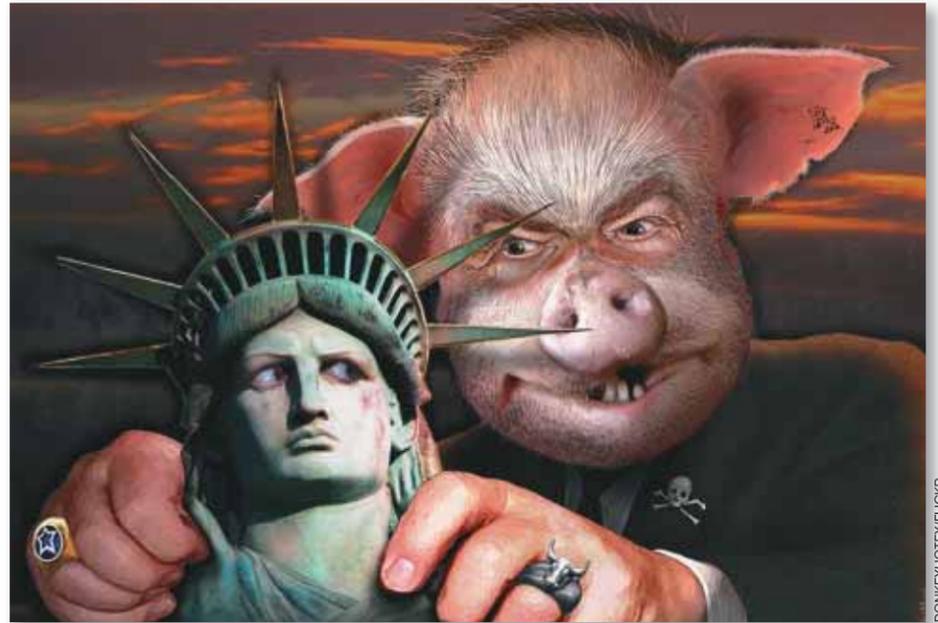
“All that takes tax revenue, lots of it, including the very corporate income tax that you now consider it your fiduciary duty to avoid,” the writer concluded.

Many of the financial institutions now assisting tax-dodging clients were bailed out with government dollars during the recent financial crisis – ironically, a debacle caused in large part by the irresponsible practices of Wall Street banks.

“What a racket,” said GCC/IBT President George Tedeschi. “The American people got these people out of a jam a few years ago and are repaid only with disrespect. It’s a scandal.”

When questioned by reporters, Jamie Dimon, CEO of JPMorgan Chase, added insult to economic injury.

Seeking to explain why his bank helps with inversion deals, Dimon said: “You want the



choice to be able to go to Walmart to get the lowest prices,” Dimon said, according to Sorkin. “Companies should be able to make that choice as well.” UnAmerican? Hardly, said Dimon. “I’m just as patriotic as anyone.”

An analysis by Fortune magazine found that approximately 60 companies have gone the inversion route and others want to take the same route. The Huffington Post said inversions could rob the U.S. Treasury of \$19 billion over the next 10 years.

Predictably, executives say the problem is with tax law not corporate greed. The United States taxes profits earned worldwide and bosses don’t like that. As Allan Sloan of Fortune notes, CEOs say they have a moral duty to maximize profits for stockholders.

But, says Sloan, fleeing the country is unfair and short sighted.

“Undermining the finances of the federal government by inverting helps undermine our economy,” Sloan said. “And that’s a bad thing, in the long run, for companies that do business in America.”

In response to the tax evasion rip-off, Sen. Carl Levin (D-Mich), chairman of the Senate Permanent Subcommittee on Investigations, has introduced a “Stop Corporate Inversions Act” that would tighten restrictions significantly. The White House has offered a similar proposal.

“Few even try to defend these inversions on principle,” Levin said in remarks on the Senate floor. “They are simply tax avoidance.”

Tedeschi applauded Levin’s initiative and urged bipartisan support for passage.

“We can’t let corporations beat the system and put ordinary Americans at a disadvantage,” he said. “They should be ashamed for even trying.”

## Inter-Local Pension Participants Vote to Guarantee Long-Term Stability

In what officials described as a gesture of “overwhelming support,” Inter-Local Pension Fund participants voted to reduce benefits by 20 percent to guarantee the long-range stability of a retirement plan that – like many – suffered punishing losses during the recession.

“While painful, the vote provided great resolution to maintaining the longevity of retirement benefits and creating attraction for new participants,” said Pat LoPresti, ILPF vice chairman and president of GCC/IBT Local 1-L in New York. “I’m very proud of all the participants who gave our plan a great chance to recover.”

With an 80 percent favorable vote, members provided the necessary two-thirds tally needed to pass the referendum and strengthen a fund that covers approximately 8,000 active workers and 16,500 retirees.

In the economic downturn of 2008, the plan lost \$670 million of its \$1.7 billion assets leading the board of trustees to reluctantly seek a benefit reduction, according to Lawrence Mitchell, ILPF executive director.

“It is a lot to ask of participants to cut their benefits, especially retirees,” Mitchell said. “But they voted to keep our fund going, not just for themselves but members after them. I think the vote speaks volumes about what participants think of the Inter-Local Pension Fund.”

With recent Wall Street gains, Mitchell, a financial adviser, said, the fund has rallied and now has \$1.1 billion in assets. But, he cautioned, stock market performance is unpredictable and cannot, alone, assure security.

He noted that there was “no safe haven” when the economy tanked six years ago. “The reality is that we cannot invest ourselves out of these situations – no pension plan can,” Mitchell said. A sustainable future is tied to “favorable earnings” and new participants, he said.

Building the membership base is vital, said John Agenbroad, chairman of the ILPF board of trustees and secretary of GCC/IBT District Council 3. “You have to grow the membership,” he said.

Agenbroad said ILPF officials intend to focus marketing efforts on Teamster members who may be in need of pension coverage or are seeking additional pension benefits.

Offering the plan to employees in right-to-work states also could serve as a powerful organizing tool, Agenbroad said.

“It relates to the idea of ‘what is the union doing for me?’” he said. “It’s one of those amenities that helps keep ties to the membership.”

The resounding vote on benefit adjustments allows trustees to move forward with confidence, Agenbroad said. “We obviously had overwhelming support,” he noted. “As chairman of the board, I was elated that recipients gave us this vote and entrusted us to start marketing the fund and getting more participants,” Agenbroad said.

ILPF trustee Kurt Freeman, president of Local 14-M, Philadelphia, and leader of District Council 9, also underlined the need to build the subscriber base. “We now believe that the fund is more attractive to our brother and sister Teamsters across the country and we welcome them to join us in this one-of-a-kind pension plan,” Freeman said.

The unique nature of the Inter-Local program, founded on Labor Day, 1950, was emphasized by GCC/IBT president George Tedeschi.

“It’s the only defined benefit plan in the country that allows participants to adjust benefits – as was just done recently in such convincing fashion – to make certain the program stays solvent,” Tedeschi said. “No other pension plan in the country can do that.”

Mitchell agreed that the program’s autonomous nature makes the fund appealing to union members and management, alike.

Employers make no contributions to ILPF but provide a check-off option that deducts ILPF contributions from the pay of union members. Management cooperation with the plan improves employee relations, Mitchell said, and is not “costing them a dime.”

For workers, the economic security assured by ILPF is a powerful selling point in itself, and, hopefully will help recruit the 20,000 new members Mitchell says he would like to bring into the fold over time.

ILPF is an outstanding program, he said, poised for an even more impressive future. “I love this plan,” he said.

# It's Time to Stop The Crazy Stuff

Four years ago, union members – and working people, in general – made a mistake.

Millions ignored midterm elections. Results were disastrous.

Republicans gained 63 seats in the House of Representatives and six in the Senate. On the state level, GOP gains were nothing less than amazing. The party picked up a record 680 seats in state legislative races, took control of 26 state legislatures and won 29 governorships.

There may have been a time when Republican dominance did not necessarily mean bad news for unions and working families. Those were the days when the party embraced moderates and welcomed compromise. Republicans sparred with their Democratic colleagues – sometimes furiously – but there was a sense of common purpose and public service that transcended partisan differences.

No more.

Now the party of Abraham Lincoln, Teddy Roosevelt and Dwight Eisenhower has mutated into something that seems dredged from the black lagoon of American politics. Traditional conservative values of patriotism and individual responsibility have been traded for an obstructionist agenda and fierce opposition to anything offered by President Barack Obama or Democratic leadership. There is an edge of anger and animosity in public pronouncements – a ceaseless attempt to portray the White House as inept and irresponsible.

Increasingly, Tea Party zealots are running the show. Fearing they will be ousted in primary elections, GOP candidates eagerly try to outdo one another with outlandish positions on immigration, health care reform, voter rights, unemployment benefits and even infrastructure projects that would create desperately needed jobs.

Listening to the likes of right-wing favorites like Sen. Ted Cruz of Texas and former Alaska governor Sarah Palin it becomes clear the goal is not so much to shrink government but make it disappear. The social safety net woven during the Depression by Franklin Roosevelt now is portrayed as a noose around the neck of the American people. The idea seems to be that the nation is getting soft and that the unemployed, and ill and the children who go to school hungry must toughen up and cope without government help.

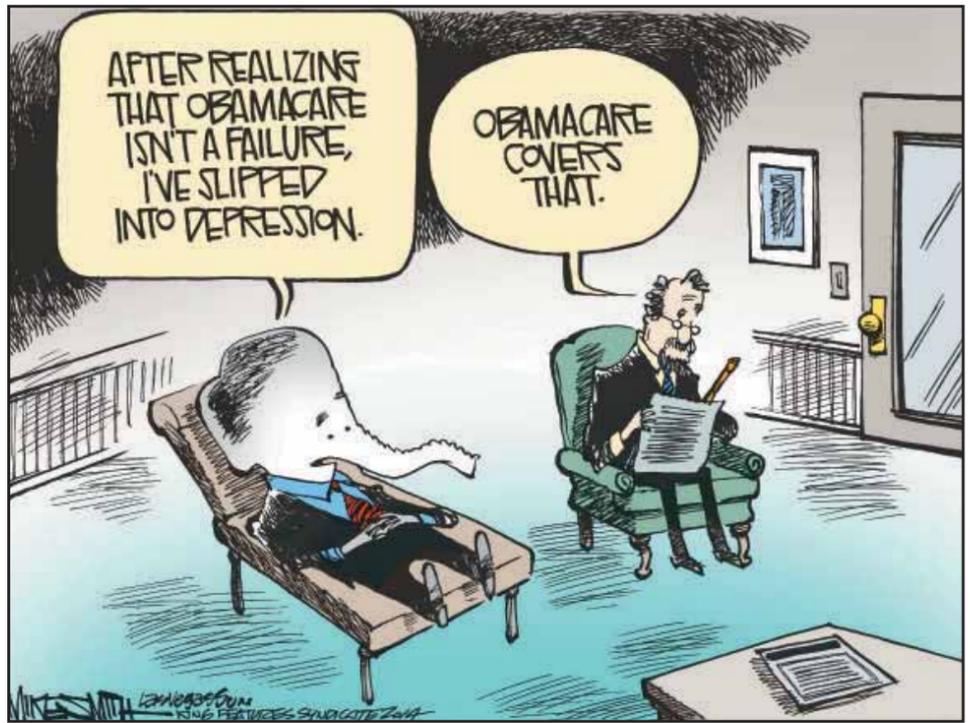
In short, this is crazy stuff.

And it gets worse. Kidnapped by some of the most extreme right-wing forces since red-baiting Sen. Joseph McCarthy, the modern Republican Party cynically vows to preserve the middle class while doing everything it can to demonize and destroy the single most powerful tool for protecting hard-working Americans – labor unions.

Earlier this year, conservatives and GOP allies in Tennessee helped undercut an organizing drive at a Volkswagen plant even though management welcomed union representation. Michigan Republicans passed a right-to-work law (union officials say the better term is “right-to-work-for-less” laws) and others want to do the same. Right-wing legislators in Connecticut held a kind of victory celebration when the U.S. Supreme Court ruled some government employees protected by union contracts do not have to pay membership fees.

On and on go the GOP attacks. The party is at war with organized labor. In paranoid fashion, GOP elected officials, many in the pocket of big business, view any attempt to unionize as a radical threat to free enterprise. It is a feverish outlook – false and bizarre.

Unions have lost members and influence in the last generation largely because of GOP legislation that has weakened labor and workers’ rights. We cannot permit those who yearn for our destruction to succeed. In Nov. 4 midterm elections, Republicans are poised for more gains – and perhaps even control of the U.S. Senate. Vote as if your family’s future were on the line. It might be.



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## Point of View BY ROBERT REICH

# Hard Work? Easier to Inherit

In a recent Pew poll, more than three quarters of self-described conservatives believe “poor people have it easy because they can get government benefits without doing anything.”

In reality, most of America’s poor work hard, often in two or more jobs.

The real non-workers are the wealthy who inherit their fortunes. And their ranks are growing.

The wealth is coming from those who over the last three decades earned huge amounts on Wall Street, in corporate boardrooms, or as high-tech entrepreneurs.

It’s going to their children, who did nothing except be born into the right family.

The “self-made” man or woman, the symbol of American meritocracy, is disappearing. Six of today’s ten wealthiest Americans are heirs to prominent fortunes. Just six Walmart heirs have more wealth than the bottom 42 percent of Americans combined (up from 30 percent in 2007).

This is the dynastic form of wealth French economist Thomas Piketty warns about. It’s been the major source of wealth in Europe for centuries. It’s about to become the major source in America – unless, that is, we do something about it.

As income from work has become more concentrated in America, the super rich have invested in businesses, real estate, art, and other assets. The income from these assets is now concentrating even faster than income from work.

In 1979, the richest 1 percent of households accounted for 17 percent of business income. By 2007 they were getting 43 percent. They were also taking in 75 percent of capital gains. Today, with the stock market significantly higher than where it was before the crash, the top is raking even more.

Both political parties have encouraged this great wealth transfer but Republicans have been even more ardent than Democrats.

For example, family trusts used to be limited to about 90 years. Legal changes implemented under Ronald Reagan

extended them in perpetuity. George W. Bush’s biggest tax breaks helped high earners but they provided even more help to people living off accumulated wealth. While the top tax rate on income from work dropped from 39.6 percent to 35 percent, the top rate on dividends went from 39.6 percent (taxed as ordinary income) to 15 percent, and the estate tax was completely eliminated.

Barack Obama rolled back some of these cuts, but many remain.

What to do? First, restore the estate tax in full.

Second, eliminate the “stepped-up-basis on death” rule. This obscure tax provision allows heirs to avoid paying capital gains taxes on the increased value of assets accumulated during the life of the deceased. Such untaxed gains account for more than half of the value of estates worth more than \$100 million, according to the Center on Budget and Policy Priorities.

Third, institute a wealth tax. We already have an annual wealth tax on homes, the major asset of the middle class. It’s called the property tax. Why not a small annual tax on the value of stocks and bonds, the major assets of the wealthy?

We don’t have to sit by and watch our meritocracy be replaced by a permanent aristocracy, and our democracy be undermined by dynastic wealth. We can and must take action — before it’s too late.

*Robert B. Reich, Chancellor’s Professor of Public Policy at the University of California at Berkeley, was secretary of labor in the Clinton administration. He has written 13 books, including the best sellers “Aftershock” and “The Work of Nations.” His latest, “Beyond Outrage,” is out in paperback. Reich is a founding editor of the American Prospect magazine and chairman of Common Cause. His film, “Inequality for All,” is available on Netflix, Blu-Ray and DVD. This piece first appeared in slightly longer form on Reich’s website, www.robertreich.org, and is reprinted with permission of the author.*

# Vote to Save the Senate

Last time in this space, I wrote about how important it was for union members to get out and vote for Democrats in the 2014 Congressional elections. A lot of people stay home because House and Senate contests lack the excitement and coverage of a hot presidential race.

Stakes got higher when the Supreme Court ruled against unions collecting an agency fee for non-members covered by a contract – workers who want our protection and the benefits of collective bargaining but don't want to pay for it.

While we don't elect the Supreme Court, it would be impossible to get a liberal justice approved by the Senate if Republicans control the upper chamber or have enough votes to block White House nominations. So if you live in a state where there is a tight race for Senate, you need to get out and vote. It really matters now.

As for the agency fee:

I, along with Fred Bruning, who edits the Communicator, were among those who organized the editorial unit of the GCIU more than 40 years ago. At one point, when the Long Island-based paper launched a New York City edition, I was the city union steward.

Our original contract allowed a 5 percent exclusion for people who didn't want to join or pay dues. But boy, did they want the coverage and protection.

Nothing annoyed me more than non-members griping about the contract, demanding special attention or expecting instant service if they had a beef with management. When I asked them to reconsider and join Local 406, these tightwads

said they didn't believe in unions – not until they needed one. That kind of freeloading is now okay because the conservative Supreme Court said so.

There is a reason the right wing goes after unions and it is not just because their pals in big business want cheap labor. Union members pay dues that, in small part, may be used to help support pro-worker political candidates. It's a good investment and perfectly legal but hardliners would like to dry up labor's money stream. It is fine for Republicans to send millions to their favorite candidates but when unions contribute, the GOP cries foul – just more evidence that the party has lost its way.

Modern-day Republicans make a big deal of their devotion to ordinary folks, but the claim is a joke. If party leaders really cared about workers they would halt the ceaseless attacks on collective bargaining and abandon right-to-work campaigns. They would stop opposing union representation sought by low-wage employees and back a meaningful hike in the minimum wage. They would admit that without unions there wouldn't be an American middle class and that organized labor has been a powerful force for social progress. Instead, the GOP keeps up its anti-union trash talk, pledges allegiance to big business and accommodates Tea Party extremists. Keep that in mind on Election Day. We can't sit this one out.



# Guest Spot

BY JOHN M. HEFFERNAN

# Do Not be Defeated by Apathy

Mid-term elections on Nov. 4 may decide the fate of middle-class America and organized labor. The GOP, which has been spearheading a war on workers, is counting on voter apathy to give Republican candidates an edge in Congress, the Senate and state contests.

That's why organized labor is urging members to pay attention, get involved and support union-friendly candidates. This is an opportunity to change the direction of this country and help guarantee the future of all working Americans.

This means voting on the local level as well as federal elections. Need anyone be reminded of what took place in Wisconsin and Michigan where conservative governors and state legislators hid behind half-truths and pushed a "right to work" agenda – a shameful attempt to fool their constituents and exploit the very people that the labor movement seeks to protect?

The term "right to work" actually means the right to work for less. If you look at the states with right-to-work laws you will find that the income of employees affected by the measure can be as much as 20 percent lower than in states without such legislation. The war rages on in the public sector, too, where defined pension benefit plans have been ravaged.

On the federal level, laws that allow work to be outsourced to foreign countries will continue to be pushed with the proposed, job-killing TPP

free trade act – one certain to be passed if Democrats lose their majority in the Senate and a new bunch of Tea Party candidates give the GOP gains in the House.

The NYC Allied Printing Trades Council is working with all our local unions – and the GCC-IBT, AFL-CIO, CWA, IBEW and Amalgamated Machinists – to mail every member a list of candidates who we feel will protect the American worker and imploring union people to vote.

You must ask yourself these questions: Which party ignored the needs of America's working families, stalled every jobs bill offered by the White House and refused to act on even the most central of issues such as raising the minimum wage?

You decide, but before you do we ask that you step back from the hyperbole and scratch the surface – then make your choice.

*John M. Heffernan is president of GCC/IBT Local 2-N, New York and of the New York City Allied Printing Trades Council. He also serves as vice president of the GCC/IBT's North American Newspaper Conference.*

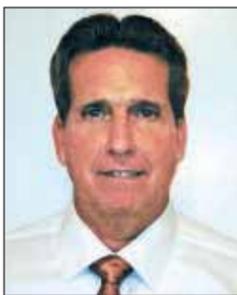


PHOTO BY JANE HEFFERNAN

# All the Best

## Video

### The Unknown Known

Errol Morris, director

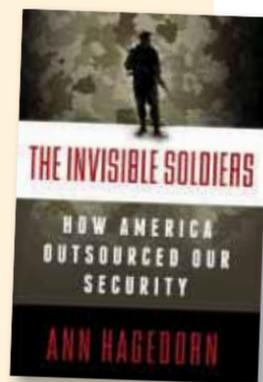
When he was secretary of defense, Donald Rumsfeld became a kind of political rock star – cocky, undaunted, eager to tangle with opponents and parry with the press. But the war in Iraq urged by Rumsfeld and other neocons proved anything but the "cakewalk" promised and "Rummy" ultimately resigned. In this mesmerizing film by stellar documentary maker Errol Morris, Rumsfeld looks back on his career serving George W. Bush and three other GOP presidents and the fateful policy decisions he helped shape. Smiling obliquely when questioned, Rumsfeld emerges as a man without second thoughts, proud of his record and still a master of distraction. Is he fooling us, or himself? Anchor Bay, \$14.99/ Amazon.com

## Print

### The Invisible Soldiers: How America Outsourced Our Security

Ann Hagedorn

Public sector union workers know that the hasty move toward privatization – prisons, school cafeterias, roads, bridges, you name it – is apt to mean less accountability and lower wages. Former Wall Street Journal reporter Ann Hagedorn makes clear in, "Invisible Soldiers," that outsourcing also can bring dire results when government relies on PMSCs – Private Military and Security Companies – to do the work once carried out by government personnel. PMSCs – used in combat operations, embassy protection and security services – were employed widely during the Iraq war. Trouble followed when contractors for the Blackwater firm – now called Academi – killed 17 civilians and prompted widespread resentment. Do U.S. citizens have adequate information on this shadow mercenary force? PMSCs, warns Hagedorn, are "nearly invisible to the American public." Not anymore. Simon & Schuster, \$28.



## Music

### For Heaven's Sake

Julia Donnaruma

On certain Friday nights, the tiny tap room of Café Capriccio in Albany, N.Y., becomes the kind of cabaret equal to anything 150 miles south in Manhattan. With her smoky voice, assured style and spirited, jazz-inflected arrangements, Julia Donnaruma explores the American songbook with the kind of honesty, confidence and vocal agility that makes a listener wonder how a talent so rare remains mostly undiscovered. Donnaruma's debut album perhaps will give the singer a shot at a wider audience. With memorable versions of "But Not for Me," "You Go to My Head," "Autumn Leaves," and the title number, "For Heaven's Sake," Donnaruma summons memories of greats like Billie Holiday and Sarah Vaughn. Now if she could only capture a following larger than the faithful Friday nighters occupying barstools and booths at Café Capriccio. Croscane, \$9.99, CDBaby.com

## Internet

### RepublicanDirtyTricks

www.republicandirtytricks.com

With the hyper-partisan GOP taking every opportunity to demonize Democrats and pillory President Barack Obama, a website like RepublicanDirtyTricks.com was inevitable. Launched by comedian and writer Tara Devlin, RDT fumes at outrageous examples of Republican mischief and serves as antidote to right-wing radio rants and Tea Party provocations. Devlin defends the labor movement, dismisses GOP climate change deniers as hopeless lunkheads and, generally, pesters the "Party of No." Devlin may not have much effect on the zanies dictating Republican policy, but she's sure to draw a cheer from Democrats who need encouragement – and a good laugh.





# GCC/IBT and Teamster Allies Are 'Gearing up Aggressively'

**A**mericans will go to the polls on Nov. 4 to address a wide range of concerns – from immigration to environment – but for GCC/IBT members and their Teamster allies no goal is more important than assuring the success of pro-worker candidates and defeating well-financed conservatives seeking to cripple the labor movement.

"We're gearing up very aggressively for the election," said Christy Bailey, director of the IBT Field and Political Action Department, who vowed the IBT would put thousands of "boots on the ground" to make an impact in midterm contests. "We can't match the Koch brothers but we can do our part."

In 2010 midterm contests, Bailey noted, unions took "huge hits" when 700 labor-friendly candidates lost races at the state level, alone. "Since then, we've been fighting to stop Republican anti-worker, business-backed candidates from taking away workers rights," she said.

To counter the right-wing "war on workers," Teamster election strategists are implementing a multi-dimensional plan.

Voter registration is being emphasized nationwide and particularly in states where turnout is likely to be critical.

In Michigan, for instance, union efforts have increased the number of registered IBT voters by approximately 10

percent, Bailey said. Labor leaders are determined to avoid a replay of the 2010 midterms when Republican gains led to passage of a right-to-work law – or "right-to-work-for-less," as such measures are described by the IBT. "We took a huge hit," Bailey said.

Through its DRIVE political action committee, the IBT will prepare voter guides, mount phone-call campaigns, organize rallies and buy advertising space.

"...Big business is pushing their agenda harder than ever," says a statement on the DRIVE website. "That means we have to fight back stronger than ever. And we have to move forward with our own programs, like improving job safety, fighting for affordable child care, and stopping abuses by corporate health providers and insurance companies."

Speaking to members of the UAW earlier this year, Teamsters General President James P. Hoffa vowed pro-labor forces would "march right over Republicans in November."

Hoffa urged members to become politically active and counter what the UAW characterized as "anti-worker, right-to-work, cold-blooded GOP attacks on the middle class."

GCC/IBT president George Tedeschi also stressed the need for union members to become engaged with the political process and make certain they vote in this critical election.



## STAKES HIGH FOR ORGANIZED LABOR IN IMPORTANT RACES ACROSS THE COUNTRY

**F**or labor, plenty is on the line in upcoming midterm elections. There are important races in every state and members are urged to pay attention to local contests and become politically active. The list below represents only a sample of key election battles:

### GOVERNORS:

**Florida:** Rick Scott, the hardline incumbent Republican, will face Republican-turned-Democrat Charlie Crist, who got into trouble with conservatives when he dared embrace Barack Obama during a presidential visit to the Sunshine State and, even worse, failing to badmouth the Affordable Care Act – so-called "Obamacare."

**Georgia:** Jimmy Carter's grandson, Jason James Carter, a Georgia state senator, is given a solid chance of defeating first-term governor Nathan Deal who has been fighting allegations regarding campaign finance irregularities.

**Illinois:** Former Teamster and incumbent Democratic governor Pat Quinn faces Bruce Rauner, a multimillionaire businessman who once said he would shut down state government to address pension issues – he's since backed off – and promises to bring Republicans back to prominence in a Democratic state.

**Ohio:** Incumbent Republican John Kasich, who attempted – but failed – to limit collective bargaining, seeks re-election against Ed FitzGerald, Democratic Cuyahoga County Executive.

**Maine:** Paul LePage, the state's blustery and often outrageous conservative governor, has antagonized workers and labor leaders. He is in a three-way race with Eliot Cutler, an independent who almost beat him four years ago, and Democratic Rep. Mike Michaud, who would be the nation's first openly gay person elected governor if he wins in November.

**Michigan:** Governor Rick Snyder, who signed a right-to-work law passed by the GOP legislature in a lame duck session and ended teacher tenure, is in a tight race with former Democratic congressman Mark Schauer, a good guy who has been involved with Habitat for Humanity and hunger relief programs.

**Pennsylvania:** GOP governor Tom Corbett jammed anti-union measures through the Republican-controlled legislature and favored a voter identification

law that courts have nullified. He is opposed by Tom Wolf, owner of a cabinet-building business and former secretary of the Pennsylvania Department of Revenue, who beat more experienced politicians in the Democratic primary.

**Wisconsin:** Anti-union governor Scott Walker, who led a campaign to limit collective bargaining rights for public employees, faces Democrat Mary Burke, a former state commerce secretary.

### U.S. SENATE:

**Georgia:** Michelle Nunn, daughter of former Democratic U.S. senator Sam Nunn, is hoping name recognition – and a strong agenda emphasizing job growth, education and government accountability – will be enough to defeat businessman David Perdue for the seat being vacated by Republican senator Saxbe Chambliss.

**Iowa:** Rep. Bruce Braley is facing Joni Ernst, a Republican state senator who opposes a federal minimum wage, in a race to fill the seat of Democrat Tom Harkin, a great friend of labor, who is leaving the Senate.

**Kentucky:** Democrat Alison Lundergan Grimes is putting a scare into Senate Minority Leader Mitch McConnell, who has opposed Obama at every turn and was described as "the face of Republican obstructionism" by Politico, the online magazine.

**Michigan:** Senate stalwart Carl Levin is retiring and Rep. Gary Peters hopes to keep the seat in the Democratic column. He is opposed by Terri Lynn Land, former Republican secretary of state.

**Minnesota:** Al Franken, a comedian who has been a most serious senator since coming to Washington, must fend off a challenge from businessman Mike McFadden with plenty of bucks to back his bid to unseat the incumbent.

**North Carolina:** Kay Hagan, the Democratic incumbent, faces North Carolina House Speaker Thom Tillis, a leader of the state's conservative majority that has done so much damage that thousands regularly pour into the streets for "Moral Monday" protests against the legislature's extreme right-wing measures.

*(PAI Union News Service contributed to this report.)*



# to Halt Right-Wing War on Workers

“Too many of us sit on the sidelines when we could be working for candidates who will make a difference for middle-class people,” Tedeschi said. “We cannot afford complacency. Our enemies have plenty of money and support. We have to make up the difference with enthusiasm and determination. If we don’t, they’ll win again and we’ll pay the price.”

Bailey said there is ample evidence that union activism can make a difference.

She pointed, for example, to an effective 2011 union initiative in Ohio that led to a “citizen veto” of GOP-passed legislation limiting collective bargaining for public employees. When put before voters, the law was rescinded by double digits, Bailey said.

This year, Bailey said, labor is working hard to make certain the U.S. Senate does not fall to the GOP. Among the top races being watched are the re-election campaigns of Democrat Kay Hagan in North Carolina and Al Franken in Minnesota and bids by Rep. Gary Peters to replace Democrat Carl Levin of Michigan, who is retiring; Alison Grimes, Kentucky secretary of state, to defeat Senate majority leader Mitch McConnell; Rep. Bruce Braley to replace Tom Harkin of Iowa, who is leaving the Senate.

Also close to the heart of Teamsters are two re-election races involving former IBT members – Democratic governor Pat Quinn of Illinois and Rep. Rick Nolan, a Democrat from Minnesota.

But the main interest of the IBT and organized labor is electing candidates – at local, state and national levels – committed to preserving the middle class. “This election will have a lot to say about how workers are treated moving forward,” said Bailey.



## We Can't Reboot the American Dream Without Decent Jobs

By Thomas J. Mackell Jr.

**W**hat America is facing today is not just a cyclical downturn but a restructuring of the very nature of our economy. Many of the jobs that were the cornerstone of the 20th Century do not exist. They have been outsourced, or automated, or offer wages inadequate to the cost of living.

So how can we get to the point where we're creating decent jobs and how do we help people acquire the skills they need? How do we reboot the American Dream?

It will take bold innovation and creativity and, in the last analysis, what the lion in the Wizard of Oz lacked: Courage.

But these days, true grit is in short supply on Capitol Hill.

Republicans have become the “Party of No,” opposing any Democratic proposal or White House initiative. President Obama too often seems stymied and Democrats look disorganized and dispirited.

Few in Washington seem to understand that every challenge is really an opportunity in disguise.

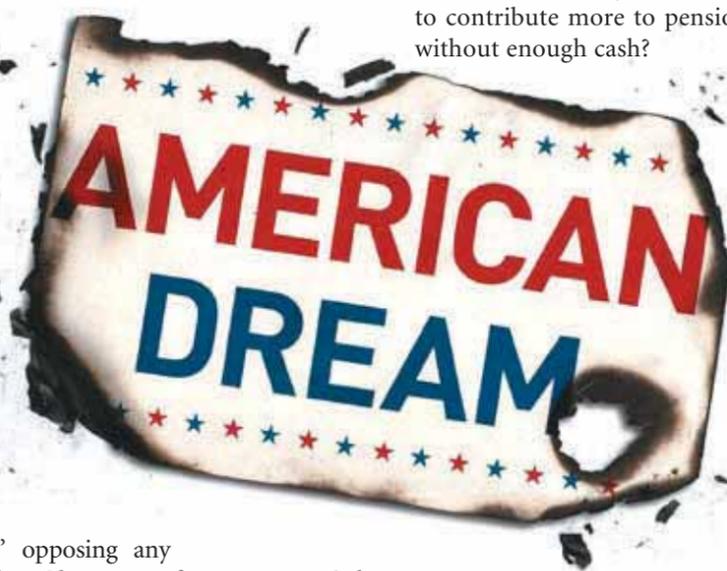
Elected officials are increasingly fainthearted, unimaginative and opposed to change. Our political system is no longer a series of checks and balances. Compromise has become a lost art.

GOP legislators are particularly intransigent. They have allowed their party to be hijacked by fanatics who often seem bent on destroying the American middle class. Economic recovery has failed to rescue most Americans. Good jobs are rare. Hardliners – in Washington and State Houses around the country – continue putting pressure on unions and the collective bargaining process.

Something's got to give.

In my view, the primary imperative for policymakers is to encourage faster economic growth to meet our social commitments and create jobs. We cannot sustain a

consumer economy if workers are denied decent raises and at the same time required to contribute more to pension and health care plans. How can you be a consumer without enough cash?



Case in point: Earlier this year, Congress deliberated over how to deal with the extension of funding for the Federal Highway Trust Fund. Incredibly, Republicans risked hundreds of thousands of jobs with an outrageous scheme that would have allowed companies to set aside less money to pay future pension benefits. Higher taxes would have resulted in the short term and those funds been diverted to the highway fund.

No surprise, the GOP gimmick – rejected by Democrats – would also have resulted in corporations paying fewer tax dollars in the future. The mindset was a familiar one: Put the burden on workers – and so what if pension benefits took a beating?

Finally, the House passed a bill that did not put pensions at risk but Republican mischief in this case

was mind-boggling. Failure to underwrite the highway program would have caused a spike in unemployment, jeopardized the nation's transportation system and disrupted commerce.

Too often we see this sort of petty politics take priority over national interest. Are obstructionists on Capitol Hill really that dumb or do they take perverse pleasure in accelerating the race toward mediocrity?

In upcoming midterm elections, voters will have an opportunity to make their frustrations clear and demand that politicians put aside personal interest and get to work – not by pandering to big business but protecting the interests of ordinary Americans. It's about time.

*Thomas J. Mackell Jr. is senior partner with Black Thorn Lynch & Associates, Inc., a strategic marketing firm in Fresh Meadows, N.Y. specializing in public, community and labor affairs. Former chairman of the Federal Reserve Bank of Richmond and author of "When the Good Pensions Go Away: Why America Needs a New Deal for Pension and Health Care Reform," Mackell also serves as senior consultant to the International Longshoremen's Association (AFL-CIO).*

# 'Scary' Number of Union Members Harbor Anti-Labor Views

By Dawn Hobbs  
Special to the Communicator

Focusing on the dangers of right-to-work legislation, GCC/IBT officials warned delegates at the Midwestern States Regional Conference that conservative forces want to destroy the labor movement and – remarkably – that union members often side with right-wing partisans.

"It's scary," said Bill Black, legislative director for Teamsters Joint Council 43, Detroit, during a workshop.

Recent statistics indicate that significant numbers of union members back right-to-work laws, known to union activists as "right-to-work-for-less" legislation, Black said.

According to the IBT official, 32 percent of Teamsters – some of them GCC/IBT members – support right-to-work legislation and 6 percent are undecided.

Those numbers reflect a national trend. Polls indicate that 28 percent of union members support right-to-work laws and 10 percent are undecided, Black said. Most of those in the undecided category likely are workers with anti-union sentiments who rarely express their views publicly, according to Black.

Black urged an aggressive publicity campaign to reclaim the support of union members influenced by right-wing propaganda and undercut anti-labor sentiment, generally.

"One of the biggest frustrations we've encountered is that we've lost the communications war with our members," Black said. "They get their information off Fox News and right-wing blogs. We've got to find some communication strategy to counter this."

A political action workshop conducted by Black and IBT legislative analyst, Dan Reilly, emphasized the importance of proving to union people their welfare lies with labor, not conservative opponents.

"It comes down to three words," Black said. "Educate, educate and educate."

The 93rd annual Midwestern States Regional Conference, which merged for the first time with the North American Commercial Conference, was held June 5-7 in Detroit. The region covers Illinois, Indiana, Iowa, Michigan, Missouri, Wisconsin, Nebraska, Oklahoma, Kansas, Kentucky and Ohio.

Delegates elected officers and trustees, including President Marty Hallberg, 1-B, St. Paul; Vice-President Steve Nobles, 2-289-M, Detroit, Michigan; Recording Secretary Perry Kettner 619-M, Louisville; and trustees Andre Johnson 727-S Des Moines; Mike Mitchem 235-M Kansas City, Missouri; Israel Castro, 619-M, Louisville, Kentucky; Jim Slimmer, 1-M, St. Paul; Rick Grissom, 77-P, Neenah, Wisconsin; and Bob Justice, 6505-M, St. Louis, Missouri.

The agenda also included workshops on leadership, the status of the labor movement and political action.



Officials stressed the need for members to aid labor-friendly candidates in critical midterm Senate and House elections and work to block anti-union efforts at the state level, too.

Nobles, president of 2/289-M, said the situation was grave.

"Michigan was the home of labor – and look what's going on in our state right now," said Nobles, a conference organizer, noting that right-to-work legislation passed in 2012.

Other states are vulnerable, he said. "When Republicans get in office, they take no prisoners. If people aren't careful, what happened in Michigan will happen all over the place."

Other informational sessions were held by Robert Lacey, GCC/IBT secretary-treasurer/vice-president on financial matters; Phil Roberts, GCC/IBT representative, on leadership training; Rick Street, GCC/IBT organizer, on workplace violence; Nick Caruso, GCC/IBT representative, on DC2 emerging from trusteeship; Lou Csordas, GCC/IBT administrator, on the health plan; and Teamsters Shawn Ellis, Greg Nowak and Jim Curran on education and politics.

Marty Hallberg, president GCC/IBT Local 1-B, Twin Cities, Minn., hailed the "positive" mood of the conference after years of worries prompted by the recession and economic setbacks. "We appear to at least have some momentum going forward," he said. "It's not all doom and gloom."

GCC/IBT Representative Nick Caruso agreed. He pointed to "noticeable improvement" in shops specializing in packaging, holding cartons and corrugated box plants – a sign, he said, that the "economy is picking up."

Caruso said he was expecting more positive news at the North American Specialty Conference (NASC) Sept. 18-20 in Atlanta. In one encouraging development, an employer added a third shift and hired approximately 40 workers, said NASC president Eddie Williams.

However, said Williams, who also serves as vice-president/secretary-treasurer of Local 527-S, Atlanta, anti-union sentiment on the part of many Americans emboldens some employers.

As an example, Williams pointed to problems that developed when Americraft, an independent folding carton converter, acquired Simkins Industries of Marietta, Ga.

"The new employer kept all of the workers, but wouldn't honor the labor agreement we had in place," said Williams. Unfair labor charges are pending before the National Labor Relations Board and GCC/IBT members regularly protest outside the plant, Williams said.

Officials at the Midwestern meeting urged local leaders and members to counter anti-union attacks whenever possible. Also important, they said, was attendance at meetings like the Midwestern conference where delegates can exchange ideas and discuss strategy.

The next Midwestern States Conference and North American Commercial Conference will be held June 4-6, 2015, in Kansas City, Mo. and hosted by Local 235-M, Kansas City.

## IN THIS PAJAMA GAME, NEW JERSEY KIDS ARE ALWAYS WINNERS

The vice president/secretary-treasurer of Local 8-N, Newark, and his wife spent a recent afternoon handing out colorful pajamas and books to needy children through the non-profit Pajama Program, a volunteer organization that gained national attention on the Oprah Winfrey television show.

Ron Violand joined the effort in 2006. His wife, Denise, came aboard shortly after and last year assumed duties as president of the New Jersey Pajama Program chapter.

"We weren't blessed with children, but we really care for kids," said Ron Violand. "This is a real simple way to affect a child's life."

The national Pajama Program has distributed more than 2 million pajamas and books since it began in 2001. According to the Violands, the New Jersey chapter has provided 150,000 pairs of pajamas and 90,000 books in 10 years – tops among 62 program affiliates.

Genevieve Piturro, a marketing executive and event planner, founded the Pajama Program after volunteering at New York homeless shelters where she found many children went to bed in clothes they wore all day.

Seven years ago, Piturro, who had given up her high-powered career to become executive director of the Pajama Program, was invited to appear on television by Winfrey. The star surprised her guest with more than 32,000 pairs of pajamas collected by the studio audience. After the broadcast, donations continued to arrive. "There's



Denise and Ron Violand help sleepwear recipient make her choice.

never enough," Piturro told a reporter at the time.

In New Jersey, the Violands and other chapter members hold numerous events for children each year and distribute pajamas and books to homeless shelters, group homes and other organizations that assist low-income families.

"Some of these children don't have a mother or father to tuck them in at night," Denise Violand said. "They've been abandoned, abused or neglected. These kids not only don't even have pajamas, but some also just don't even know what to do with them."

The couple encourages GCC/IBT members to get involved – the sooner the better.

Because of continued economic problems facing working class Americans, the demand for pajamas increases significantly each year between October and March when temperatures drop, Ron and Denise Violand said.

"As you start to get older, you feel a little more thankful for everything you do have and want to reach out to people who don't have as much," said Ron Violand, whose late father, George, and late brother, Timothy, were Local 8-N members. "Everything we have is because of my membership in the union and this is a way for us to give back."

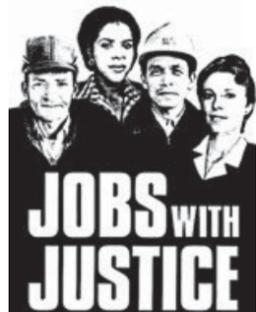
If your local is interested in holding a drive or donating to the Pajama Program, go to [pajamaprogram.org](http://pajamaprogram.org) on the Internet or call the organization's headquarters at 212-716-9757.

## 'HUGE WIN' FOR LABOR IN MISSOURI

In a significant victory for unions, a St. Louis GCC/IBT local helped to defeat three anti-labor bills that, if passed, would have turned Missouri into a right-to-work state.

GCC/IBT Local 6505-M, along with the St. Louis Central Labor Council and St. Louis Alliance for Retired Americans, launched an aggressive campaign earlier this year to combat the GOP anti-union initiatives in the Missouri legislature.

"This was a huge win for us," said Chico Humes, president of GCC/IBT Local 6505-M. "It was a combined effort between unions, clergy and social activist groups. We uniformly sent one message — and that message was that right-to-work is wrong for Missouri."



Ultra-conservative Republicans began the year by introducing 17 anti-labor bills. In a strategic maneuver, lawmakers eventually sought to advance only three. One would have established Missouri as a right-to-work state. The others were aimed at limiting

paycheck protection and eliminating prevailing wage demands.

The St. Louis local and several other unions pulled out all stops to fight the Republican scheme.

Labor officials enlisted the aid of the Rev. Rudy Pulido, a Baptist minister affiliated with Missouri Jobs with Justice, a coalition of community, labor, student and religious organizations, to inform the faith community and other groups about the dire consequences of jeopardizing workers' pay, rights and benefits.

Local 6505-M also sent out DVDs, produced by GCC/IBT organizers Rickey Putman and Rick Street, to all current and retired members informing them about the serious impact of right-to-work legislation. The local then recruited retirees to send letters to the state's legislators and to handbill at the shops.

This marked the local's third successful effort in the last six years to thwart the GOP's right-to-work campaign.

While the crisis seems over, Humes said no one is sure what to expect in the fall legislative session.

"We're doing more now than ever before," he said. "Cardinal fans are huge in Missouri, so we are running ads during baseball games. We're continuing our effort so that we prime the pump and make sure any future anti-labor efforts don't get anywhere."

## TARGETING WAGE THEFT IN IOWA

In an effort to bring attention to the growing problem of wage theft, labor activists, including Des Moines GCC/IBT members, recently rallied to gain justice for a West African immigrant who was denied her last paycheck from Outback Steakhouse more than a year ago.

The statewide day of action, held in conjunction with the Center for Worker Justice, an interfaith group, included protests at Outback Steakhouses in several Iowa cities, including Cedar Rapids, Sioux City, Davenport and Clive.

Kossiwa Agbenowassi, a mother of five who worked for Sandpiper Maintenance and Repair, an unlicensed cleaning contractor for Outback, is still owed \$2,346 in wages for 49 days of work she performed in July and August 2013.

Although Outback no longer contracts with Sandpiper, supporters are demanding that the restaurant pay Agbenowassi because it benefited from her work.

"Kossiwa worked hard seven days a week cleaning an Outback Steakhouse to support her young children," said Mark Cooper, who served as president of GCC/IBT Local 727-S, Des Moines, for 18 years and is now president of the South Central Iowa Federation of Labor.

"This is a classic case of wage theft," Cooper said. "And studies show it's a growing epidemic in Iowa and across the country."

Iowa State Rep. Art Staed (D-Cedar Rapids) has asked the U.S. Department of Labor and the Iowa Attorney General's office to investigate the case and Teamsters Local 238, Waverly, Iowa, filed charges with the National Labor Relations Board.

Jon Thomas, a Teamster's business agent and organizer for Local 238, said labor activists intend to keep pressuring Outback on behalf of Agbenowassi. "We will continue this fight for her until she receives every penny she's earned."

## TEACHING 'GENERATIONS TO COME'

A GCC/IBT local recently donated numerous items to the American Labor Museum in Haledon, N. J. to help preserve the history of the newspaper industry and teach future generations about the union movement.

"I had all of this stuff in my office and kept thinking that nobody sees it but me," said Larry Manzano, president of Local 8-N, Newark. "I wanted to put it somewhere where people could enjoy it."

Among the artifacts were a strike sign from the late 1960s, a pressman's paper hat, a GCIU iron-on patch and negatives of historic newspaper front pages — including one that contained a story about the end of World War 1 and another relating the assassination of President John F. Kennedy.

Honoring labor movement heritage is essential, Manzano said.

"I feel good knowing we preserved these important items and that people will be able to see them years from now and they won't get destroyed or lost," he said.

The mission of the American Labor Museum, located approximately 25 miles east of Manhattan, is to teach the general public about the history of working people and immigrant laborers.

"We fill in where textbooks leave off," said Angelica Santomauro, museum director. "In school, students learn about presidents, the military and corporate magnates, but not about the everyday heroes who helped develop this country — the working people."

Local 8-N's contributions, she said, "will teach generations to come."



Angelica Santomauro, museum director, Larry Manzano, president of Local 8-N, and Evelyn Hershey, museum education director: 'Filling in where textbooks leave off.'

## 24-M AIDS LOCAL UNION CAMPAIGNS

In a show of labor movement solidarity, Local 24-M, Pittsburgh, has sent members throughout the metropolitan area to assist workers in other unions fighting for basic rights and a livable minimum wage.

The Pittsburgh local aided the Service Employees International Union (SEIU) in its effort to organize workers at University of Pittsburgh Medical Center hospitals, U.S. Postal Workers in their fight with Staples office supply stores and assisted the Teamsters and International Union of Operating Engineers (IUOE) in their two-year effort to organize employees at the Rivers Casino, a local gaming facility.

"U.S. corporate America has seen a crack in the wall and they are attacking everybody every chance they get — and it doesn't even matter what union you belong to," said Chris Lang, Local 24-M president. "If the labor movement doesn't stand together, they will start taking us out one by one."

Lang and his members have joined SEIU protesters outside the University of Pittsburgh Medical Center headquarters where some employees engaged in a hunger strike to demand union representation. "These are the workers who do the dirty work and the little things that aren't noticed," Lang said, "from cleaning hospital rooms and offices to doing the laundry."

Subsequently, Lang said, UPMC fired a number of employees attempting to organize. Local 24-M, in conjunction with the Allegheny Labor Council, which represents more than 200,000 workers, is demanding the university meet with SEIU to discuss a variety of workplace issues.

Local 24-M has supported the American Postal Workers Union (APWU) and its battle against Staples office supply stores, a corporate chain attempting to offer post office services while paying employees far less than postal system employees. "There's a big boycott now in Pittsburgh of all of the Staples stores," Lang said. "This is a really big deal and would eliminate thousands and thousands of jobs."

The local also has been assisting workers at Rivers Casino through a letter-writing campaign. Like UPMC, the company fired workers standing up for their right to organize, Lang said. "We've been sending letters to the CEO to let him know that we will not patronize the casino if they do not want to pay a fair wage."

Lang said 24-M would continue its support for various Pittsburgh labor campaigns and has received assurances that other unions would help if the GCC/IBT local needs assistance because "you never know down the road when a corporation will come after you."

*Note: Local Stops wants to hear from you. If your GCC/IBT local has been involved in organizing efforts, community outreach or volunteer work, e-mail a brief summary to dawnhobbs@cox.net.*

## Aux élections du 4 nov., l'important c'est de battre les candidats antisyndicaux

Par Fred Bruning  
Graphic Communicator

Les Américains vont voter le 4 novembre sur de nombreux sujets allant de l'immigration à l'environnement, mais pour les membres de la CCG-FIT et leurs alliés des Teamsters, il s'agit avant tout d'assurer la victoire des candidats pro-syndicaux et de battre les conservateurs bien financés qui cherchent à paralyser le mouvement syndical.

“Nous nous préparons très activement en vue des élections, a déclaré Christy Bailey, directrice du Département de l'action politique et sur le terrain de la FIT, qui a promis que la FIT allait mettre des milliers de “bottes au sol” pour avoir un impact sur les élections de mi-mandat. Nous n'avons pas les moyens des frères Koch mais nous pouvons très certainement faire notre part.”

Lors des élections de mi-mandat en 2010, les syndicats ont “reçu toute une raclée”, a fait remarquer C. Bailey, quand les 700 candidats pro-syndicaux ont perdu rien qu'au niveau des États. Nous nous battons depuis pour empêcher les candidats républicains antisyndicaux, qui sont soutenus par le milieu des affaires, de priver les travailleurs de leurs droits.”

Afin de lutter contre l'offensive que l'aile droite mène contre les travailleurs, les stratégies électorales des Teamsters sont en train de mettre en place un plan mul-

tidimensionnel.

Des efforts sont déployés partout au pays pour que les électeurs s'inscrivent, surtout dans les États où l'issue du vote peut être cruciale.

Au Michigan, par exemple, les syndicats sont parvenus à augmenter d'environ 10 pour cent le nombre de membres de la FIT inscrits sur les listes électorales, a précisé C. Bailey. Les dirigeants syndicaux sont déterminés à éviter que l'issue des élections de mi-mandat de 2010 ne se répète, les gains des Républicains ayant entraîné l'adoption d'une loi sur le droit de travailler, ce que la FIT appelle “le droit de travailler pour moins”. “Nous avons pris un sérieux coup”.

La FIT va, avec l'aide de son comité d'action politique DRIVE, préparer des guides pour les électeurs, organiser des campagnes téléphoniques, mettre sur pied des rallyes et acheter de l'espace publicitaire.

“Les grandes entreprises se démènent plus que jamais, peut-on lire sur le site Web DRIVE. Cela signifie que nous devons lutter encore plus. Et nous devons mettre en branle nos propres programmes, qui consistent notamment à améliorer la sécurité au travail, à lutter afin d'obtenir des soins de santé abordables pour les enfants, et à en finir avec les abus des fournisseurs de soins de santé des entreprises et des compagnies

d'assurance.”

Prenant la parole plus tôt cette année devant des membres de l'UAW, le président général des Teamsters James P. Hoffa a promis que les forces pro-syndicales allaient “piétiner les Républicains en novembre”.

J. Hoffa a exhorté les membres à s'impliquer activement sur le plan politique et à lutter contre ce que l'UAW a qualifié d’attaques à froid des Républicains contre les syndicats et le droit de travailler visant la classe moyenne”.

George Tedeschi, président de la CCG-FIT, a aussi insisté pour que les syndiqués s'engagent dans le processus politique et votent lors de ces élections cruciales.

“Il y en a trop parmi nous qui restent à l'écart alors que nous pourrions travailler pour des candidats qui font une différence pour la classe moyenne. Nous ne pouvons nous permettre d'être complaisants. Nos ennemis ont beaucoup d'argent et de soutien. Nous devons combler l'écart en faisant preuve d'enthousiasme et de détermination, faute de quoi ils vont l'emporter une autre fois et nous en paierons le prix.”

Pour C. Bailey, il a été maintes fois prouvé que l'activisme syndical peut faire une différence.

Elle a parlé notamment d'une initiative syndicale efficace menée en 2011 en Ohio, qui a débouché sur un “veto citoyen”

à une loi adoptée par les Républicains pour limiter les négociations collectives des fonctionnaires. Une fois soumise au vote, la loi a été rejetée par plus de 10 % des électeurs.

Cette année, a ajouté C. Bailey, le mouvement syndical déploie beaucoup d'efforts pour s'assurer que le Sénat américain ne tombe pas aux mains des Républicains. Parmi les principaux candidats à la réélection qui sont à surveiller, il y a le Démocrate Kay Hagan en Caroline du Nord et Al Franken au Minnesota, et les candidatures du Républicain Gary Peters pour remplacer le Démocrate sortant Carl Levin au Michigan, d'Alison Grimes, secrétaire d'État au Kentucky et adversaire du leader de la majorité au Sénat Mitch McConnell, du Républicain Bruce Braley appelé à remplacer Tom Harkin, sénateur sortant de l'Iowa.

Plus près des Teamsters, il y a aussi deux anciens membres de la FIT qui vont essayer de se faire réélire : Pat Quinn, gouverneur démocrate de l'Illinois, et Rick Nolan, un Démocrate du Minnesota.

Mais le souci premier de la FIT et du mouvement syndical est d'élire des candidats – aux niveaux local, des États et du pays – qui sont résolus à préserver la classe moyenne. “Cette élection en dira beaucoup sur la façon dont les travailleurs seront traités à l'avenir”, a fait remarquer C. Bailey.

## Los sindicalistas no deben abstenerse de votar en las cruciales elecciones de noviembre

Por Fred Bruning  
Graphic Communicator

Los estadounidenses irán a las urnas el 4 de noviembre para votar por una amplia gama de asuntos de mucha importancia, desde la inmigración hasta el medio ambiente. Pero para los miembros de GCC/IBT y sus aliados los Teamsters, no hay objetivo más importante que asegurar el éxito de los candidatos favorables a los trabajadores y derrotar a los bien financiados conservadores que buscan inutilizar el movimiento obrero.

Nos estamos preparando con todas nuestras fuerzas para las elecciones”, ha dicho Christy Bailey, directora del Departamento de Acción Política y en el Campo de IBT, quien prometió que la IBT desplegará miles de “soldados con las botas puestas” que ejercerán mucha influencia en esta contienda de mitad de mandato. “No podemos igualar a los hermanos Koch, pero sí podemos dar el todo por nuestra parte”.

En las elecciones de mitad de mandato de 2010, indicó Bailey, los sindicatos recibieron duros golpes cuando, solamente a nivel estatal, 700 candidatos favorables al movimiento obrero resultaron perdedores. “Desde entonces, estamos luchando para impedir que los candidatos republicanos, contrarios a los sindicatos y respaldados por los empresarios, les roben sus derechos a los trabajadores”, dijo.

Para combatir la “guerra contra los trabajadores” de la derecha, los estrategias elec-

torales de los Teamsters están poniendo en práctica un plan multidimensional.

Se está dando especial importancia al registro de votantes en todo el país, particularmente en los estados donde se espera que sea más crítico el grado de participación.

En Michigan, por ejemplo, los sindicatos han conseguido que entre la membresía de IBT aumente en aproximadamente un 10 por ciento el número de votantes registrados, dijo Bailey. Los líderes sindicales están decididos a evitar una repetición de los resultados de 2010, cuando la ventaja conseguida por los republicanos llevó a la aprobación de la llamada Ley del Derecho al Trabajo, o más bien del “derecho a trabajar por menos”, como la describe la IBT. “Recibimos un buen golpe”, dijo Bailey.

Mediante el comité de Acción Política para Educar a los Votantes (Democrat, Republican, Independent Voter Education), llamado DRIVE por sus siglas en inglés, IBT preparará guías para votantes, montará campañas telefónicas, organizará manifestaciones y comprará espacio publicitario.

“... Las grandes empresas están empujando más que nunca sus propias agendas y prioridades”, leemos en la página web de DRIVE. “Eso quiere decir que hemos de contraatacar con más fuerza que nunca. Y que tenemos que seguir adelante con nuestros propios programas, como mejorar la seguridad en el trabajo, luchar por guarderías infantiles a precios asequibles, y eliminar los abusos de las compañías de seguros y corporaciones proveedoras de servicios médicos”.

Dirigiéndose hace unos meses a los miembros del Sindicato de Trabajadores de la Industria del Automóvil (UAW), el presidente general de los Teamsters, James P. Hoffa, prometió que las fuerzas pro-laboristas “aplazarían a los republicanos en noviembre”.

Hoffa animó a la membresía a involucrarse en política y luchar contra lo que la UAW caracteriza como “ataques a sangre fría contra la clase media por parte del partido republicano, enemigo de los trabajadores y promotor de la legislación antisindical de derecho al trabajo”.

El presidente de GCC/IBT, George Tedeschi, insistió también en la necesidad de que los trabajadores sindicalizados se involucren en el proceso político y no dejen de votar en estas cruciales elecciones.

“Tantas veces muchos de nosotros nos quedamos al margen cuando podríamos estar trabajando por candidatos que pueden cambiar las cosas para la clase media”, dijo Tedeschi. “No podemos permitirnos el lujo de pensar que ya hemos hecho bastante. Nuestros enemigos cuentan con mucho dinero y apoyo. Tenemos que compensar lo que nos falta a base de entusiasmo y determinación. Si no lo hacemos, ganarán ellos otra vez y nosotros pagaremos el precio”.

Bailey dijo que está bien demostrado que el activismo sindical puede marcar la diferencia.

Como ejemplo citó la eficacia de una iniciativa sindical en Ohio, que en 2011 consiguió el “veto ciudadano” en contra

de la legislación aprobada por los republicanos que restringía el derecho de los empleados públicos a la negociación colectiva. Cuando se sometió a votación, la ley fue revocada por un amplio margen, dijo Bailey.

Este año, dijo Bailey, los sindicatos están esforzándose para que no haya ninguna posibilidad de que el Partido Republicano consiga la mayoría en el Senado de los Estados Unidos. Entre las contiendas más encarnizadas se encuentran las campañas de reelección de los demócratas Kay Hagan en Carolina del Norte y Al Franken en Minnesota, así como las candidaturas del representante Gary Peters para reemplazar al demócrata Carl Levin en Michigan, que se jubila; de Alison Grimes, secretaria de estado de Kentucky contra el líder de la mayoría en el Senado, Mitch McConnell; y del representante Bruce Braley para reemplazar a Tom Harkin de Iowa, que deja el Senado.

Otras dos contiendas de mucha importancia para los Teamsters son las reelecciones de dos antiguos miembros de IBT: el gobernador demócrata Pat Quinn de Illinois y el representante Rick Nolan, demócrata de Minnesota.

Pero el mayor interés de IBT y del movimiento sindical—a nivel local, estatal y nacional— reside en elegir candidatos comprometidos con la preservación de la clase media. “En estas elecciones se decidirá mucho en cuanto al trato que recibirán los trabajadores de aquí en adelante”, dijo Bailey.

# Leonard Adams: 'He Always Put the Members First'

Leonard E. Adams, a former bookbinder who became a widely respected GCIU international vice president and co-chairman of the Graphic Arts Industry Joint Pension Trust, died Aug. 10 at Inova Fairfax Hospital in Falls Church, Va. He was 79.

Death was related to a kidney ailment, according to Adams' wife, Marvel.

Adams was widely hailed by colleagues, friends and family as a beloved labor leader dedicated to workers' rights and the welfare of union families but whose decency, integrity and openness also won the respect of company executives.

"Honesty and trustworthiness were two of his big things," said Marvel Adams who was married to Leonard for 56 years. "If he said something, that was it. He went by that."

The sentiment was echoed by GCC/IBT president George Tedeschi. "Len Adams was an outstanding union official whose word was good as gold," Tedeschi said. "He showed everyone respect whether that person was a worker on the shop floor or executive at the bargaining table. We are deeply grateful for his service."

Adams became a shop steward in the bookbinders' union while working at the Banta Corp. in Menasha, Wis. and subsequently served as local president. Mergers brought the bookbinders into the GAIU fold, and ultimately, Local 77-P of the GCIU, now GCC/IBT.

In 1976, Adams was elected an international vice president of the GAIU. He retired in 2002, three years before the then-GCIU merged with the International Brotherhood of Teamsters.

At the bargaining table, Adams was resolute but reasonable. His wife said Adams knew management's legitimate needs had to be considered because union members would suffer if a company went out of business. "He had to work with the two," Marvel Adams said.

Chris Yatchak, former GCIU general board member and past president of Local 577-M, Milwaukee-Madison, said Adams was an expert "closer" who skillfully guided contract talks to completion. "He could bring things together that may have been protracted in nature and bring a successful conclusion," Yatchak said. Added Rick Grissom, president of Local 77-P, Neenah, Wis.: "He always seemed to get a settlement for us."

Adams had an engaging and accessible demeanor, friends said.

"I don't think Len ever met a person he didn't like," said Marty Ganzglass, former GCIU



Leonard E. Adams

and GCC general counsel. "The bottom line is: Len was a terrific human being, gregarious, generous, a great listener, open minded and always there when you needed him. He loved talking to and being with people. It was second nature to him, part of his DNA."

Adams was an inspiring figure for many. "He was a great leader, fair, honest – and also fun to be around," said Angela Alvey, plan administrator of the Joint Pension Trust.

For 16 years, Adams served as co-chairman of the JPT and was highly effective. "He was an integral part of growing the fund and increasing benefits," said Yatchak, a former trustee and co-chairman of the trust. "He always put the members first."

As a young man, friends recalled, Adams' resolve was evident – even on the softball field.

He had such a feared fastball that a Banta executive recruited Adams, who was working at another company. Banta brought aboard other outstanding players to play in a Wisconsin industrial league – a team so good that it rarely lost and so thoroughly discouraged the opposition that the league disbanded. With a brisk windmill delivery, Adams was all but untouchable. "He was a great one," said Rick Grissom's brother, Matt, a former GCIU member who retired after 40 years at Banta.

Marvel Adams said her husband continued playing softball until "it hurt too much the next day." But Adams had a passion for other pursuits – ice fishing, boating, hunting – and was a skilled woodworker who built "everything from dressers to hutches to toys," Marvel Adams said.

He had a great love of family, Adams wife said, and dedication to individual union members. "He never wanted to forget that he worked in a plant," Marvel Adams said.

In addition to his wife, Marvel, of Fairfax, Va., Adams is survived by a son, Lance; daughter, Lisa Marie; brothers, Mike and Alvin; sisters, Ruth VanDeraa and Roxanne Liephart; and four grandsons.

Marvel Adams said that her husband did not want friends and colleagues to contribute to a memorial fund but show respect and affection in another fashion. "Take the family to dinner," Len Adams directed. "Love your kids and hug them."

# Ganzglass Recalls 'Fantastic' Feat of Early Teamsters

The tender relationship between a Somali nurse and an elderly Jewish resident of a nursing home in the tense days after the terrorist attacks of Sept. 11, 2001 was the focus of Marty Ganzglass's 2011 novel, "The Orange Tree."

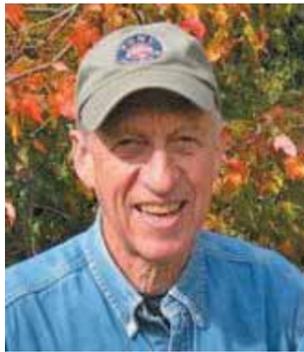
In his latest release, Ganzglass, former GCIU and GCC/IBT general counsel, shifts from present to past with the story – based on fact – of a remarkable trek by men who moved artillery from Fort Ticonderoga in New York to Cambridge, Mass. during the Revolutionary War.

"Cannons for the Cause," published by Peace Corps Writers and available through Amazon.com, is, in effect, a testament to early-day teamsters – stout-hearted individuals who delivered the goods despite danger and hardship, Ganzglass said.

The author, who served in the Peace Corps in the 1960s, said "Cannons" will appeal to "anyone interested in history but doesn't want to read a history book."

Ganzglass said he stays true to the record – in this case, the "fantastic journey" of the drivers, handlers and "pushers" who, with sleds and wagons drawn by horses and oxen, transported 59 cannons 300 miles over the Berkshire Mountains in the middle of winter.

Awaiting the artillery was General George Washington, then preparing to confront British troops occupying Boston. Ultimately, Washington and the British negotiated an end to the standoff – a "big morale booster" for the American side, Ganzglass said.



Marty Ganzglass

At the center of the story is Will Stoner, a 16-year-old teamster who finds himself a witness to dramatic events including a race riot in Cambridge between integrated units of the Continental Army and a militia of rural riflemen. Stoner, based on a real-life figure named John Becker, also is there when Washington's army digs into Dorchester Heights anticipating a British attack. Meanwhile, Ganzglass notes in "Cannons for a Cause," residents of British-occupied Boston suffer from disease, freezing weather and harsh treatment.

Ganzglass, 73, who stopped practicing law in 2008, has completed a sequel, "Tories and Patriots," that deals with the British invasion of New York City in 1776, battles for Long Island and Manhattan, and Washington's famous crossing of the Delaware River. "Tories and Patriots" will be published this year or early next.

In the works is a third Revolutionary War volume, "Blood Upon the Snow," and, Ganzglass says, he is planning installments four and five, too.

Continuing to play an important role is Will Stoner who Ganzglass promises to keep safe and sound though the lad almost is tarred and feathered in "Cannons for a Cause." "Will is going to survive the American Revolution," Ganzglass said. "I am not going to kill him off."

Ganzglass is feeling rather unassailable, himself. He writes every day at his Washington, D.C. home and says he has no intention of slowing down.

"I love it," Ganzglass said. "If it was exhausting, I'd stop doing it."

## NOTICE ON WORKER OBJECTIONS TO AGENCY FEES

Annual notice is hereby given of the policy on worker objections to agency fees which has been adopted by the General Board in response to the United States Supreme Court's 1988 decision in Beck v. CWA. The policy sets forth a formal procedure by which an agency fee payer may file an objection to the payment of that portion of his or her dues which is attributable to expenditures for activities which are not germane to collective bargaining. The policy applies only to agency fee payers who work in the United States. The policy applies to the Conference, district councils, and local unions.

Agency fee payers (also referred to as "financial core members") are those individuals covered by a union security agreement who meet their financial obligations by paying all dues, fees, and assessments, but elect not to become or remain actual members of the union. Agency fee payers may not exercise the rights of membership such as running for union office, electing union officers, ratifying contracts, and voting on strikes. They may be eligible to receive strike benefits if they are participants in the Emergency and Special Defense Fund, but they are not eligible to receive benefits from the Graphic Communications Benevolent Trust Fund whose benefits are for members only.

The policy adopted by the General Board includes the following elements:

1. The agency fee payable by objectors will be based on the expenditures of the Conference, district councils, or local unions for those activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of the employees it represents. Among these "chargeable" expenditures are those for negotiating with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussing work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies, or informal meetings, and union administration. Based upon an independent audit by the Conference's auditors, it has been determined that sixty-eight and fifteen hundredths percent of the Conference's expenditures for the year ending December 31, 2013 were for such activities. Because at least a proportion of district council and local union total expenditures are spent on "chargeable" activities as are spent by the Conference, in calcu-

lating the amount of local union dues to be paid by objectors, district councils and local unions may exercise the option of presuming that the Conference's percentage of chargeable activities applies to the district council or local union also. Alternatively, district councils or local unions may calculate their own percentage of chargeable activities.

2. Objectors will be given an explanation of the basis for the fee charged to them. That explanation will include a more detailed list of categories of expenditures deemed to be "chargeable" and those deemed to be "nonchargeable" and the accountants' report showing the Conference's expenditures on which the fee is based. Objectors will have the option of appealing the union's calculation of the fee, and a portion of the objector's fee shall be held in escrow while he or she pursues that appeal. Details on the method of making such a challenge and the rights accorded to those who do so will be provided to objectors with the explanation of the fees calculation.

3. Objections for the year 2015 must be filed on or before December 31, 2014 for current agency fee payers unless a prior objection was filed on a continuing basis. Timely objections are for one year and will expire on December 31, 2015 unless they are filed on a continuing basis. Objections filed on a continuing basis will be honored until they are revoked. If an employee is not an agency fee payer, the employee must assume non-member status and file an objection to be eligible for a reduction of dues for the period beginning with the timely receipt of the objection. New employees who wish to object must not obtain member status and must file an objection within thirty days of first receiving notice of this policy for a reduction of dues for the period beginning with receipt of a timely objection.

Objections should be sent to the attention of the Agency Fee Administrator, Office of the Secretary-Treasurer, Graphic Communications Conference/IBT, 25 Louisiana Avenue NW, Washington, DC 20001. The objection should be signed and contain the objector's current home address, place of employment, and district council and/or local union number. Copies of the full text of the procedures for worker objections to agency fees are available upon request from the Agency Fee Administrator.

# Larry Martinez, a Labor Leader Who ‘Stood His Ground’

Several times a week, retired GCIU international vice president Larry Martinez went to the Denver Athletic Club to exercise and “talk to the guys” – friends of many years who he cherished despite what almost surely were political differences.

“Larry always said he thought he was the only Democrat in the building,” said Martinez’s wife, Ramona, noting that the prestigious Denver facility was favored by corporate executives and retired business people.

But, she said, one of her husband’s most admirable traits was that he was open to everyone regardless of party affiliation, political views or place in the world “He treated everyone the same,” Ramona Martinez said.

Martinez, who died July 31 at the age of 72 after a four-year battle with mantle cell lymphoma, was known as an exceptional union leader with deep knowledge of labor issues, a keen memory, patient approach and respectful but steadfast nature.



Larry Martinez

PHOTO COURTESY RAMONA MARTINEZ

“Larry had an excellent personality and temperament dealing with people and employers,” Tedeschi said. “He stayed cool and logical and came across as very friendly but astute. He could handle the toughest negotiations. His passion for helping working people was a great part of his life.”

Martinez began his print industry career at small shops in Denver and then larger operations. He worked at Fetter Printing Co in 1961 and joined the lithographers and photoengravers union, serving as shop steward, executive board member and president. He moved to the Denver Post and became local executive secretary-treasurer for the Graphic Arts International Union – forerunner of the GCIU and GCC/IBT – representing Post print plant workers.

In 1982, Martinez was appointed an international representative of the GCIU. Ten years later, he was elected international vice president, a post to which he was twice re-elected. Martinez served as political director for the international and worked on the committee completing details of the 2005 GCIU merger with the International Brotherhood of Teamsters. Martinez announced his retirement later in the year.

Martinez was a strong believer in education – for others, and himself. He attended a labor education program at the University of Colorado and was sponsored by the Colorado AFL-CIO for a two-year labor studies program at the University of Houston. Martinez also studied at a printing and publishing institute in Minneapolis.

Through the years, Martinez was an active member of the Denver civic community, according to Ramona Martinez, whose own sense of public service led her to serve four terms on the Denver City Council.

Martinez was a member of a Denver public schools advisory council and appointed by President Jimmy Carter to a regional selection panel for White House fellows. He was a founding member of the Mile Hi Chapter of the American GI Forum of Colorado and helped launch the Labor Council for Latin-American Advancement in 1974, serving on the organization’s executive board for 25 years. In leisure hours, Martinez was an ardent golfer and devoted fan of the Denver Broncos football team.

“It was the experience of helping other people that kept him going,” said Ramona Martinez. “That is what life was about.”

In addition to Ramona, his wife of 55 years, Martinez is survived by sons, Larry and Leonard; daughter, Laura; sisters, Francis Martinez and Priscilla Roybal; brother, Ronnie Martinez; five grandchildren; and two great grandchildren.

The family asked that remembrances be in the form of donations to Trinity United Methodist Church, 1820 Broadway, Denver, 80202 or Doctors Without Borders, P.O. Box 5030, Hagerstown, Md. 21741-5030.

*“Larry had an excellent personality and temperament dealing with people and employers. He stayed cool and logical and came across as very friendly but astute. He could handle the toughest negotiations. His passion for helping working people was a great part of his life.”*

– GEORGE TEDESCHI, GCC/IBT PRESIDENT

Tom Jolley, a GCC/IBT organizer who served with Martinez on the GCIU general board, said that, in discussions, Martinez unfailingly allowed others to state their case and would acknowledge a point well made even if he disagreed with the overall argument.

“He knew his stuff and had great recall of events,” Jolley said. “He read and educated himself and was always learning.” Though polite and attentive, Jolley said, Martinez was resolute. “He always stood his ground,” Jolley said.

GCC/IBT President George Tedeschi also recalled Martinez’s outstanding professional and personal skills.

## BARRON WATKINS WAS SKILLED NEGOTIATOR, WIDELY RESPECTED

Barron Watkins, who rose to prominence as a labor leader in Georgia and became a GCIU international representative with a reputation for fairness and dedication to rank and file members, died earlier this year at his home in Griffin, Ga. He was 90.

The cause of death was age related, said Watkins’ wife, Louise, also a former union official.

“He was concerned about helping everybody who had a problem,” said Ralph Meers, president of GCC/IBT Local 527-S, Atlanta. “He took the members problems to heart and did all he could to make things better. He was a dedicated union leader.”

Born Oct. 6, 1923 in Cherokee County, Ga., Watkins went to work in 1942 for Gordon Foods Co. in Atlanta and helped organize a union at the plant. Watkins joined the U.S. Army Air Corps in 1943 and became a ground crew chief. Louise Watkins said susceptibility to vertigo prevented her husband from being deployed overseas during World War 2.

Honorably discharged from the Air Corps in 1946 with the rank of sergeant, Watkins found employment at Pollock Paper Co. He joined the bookbinders’ union and subsequently Printing Specialties & Paper Products Local 527, forerunner of GCC/IBT Local 527-S.

Watkins became president of 527 and then full-time business agent and secretary-treasurer. He also served as president of the Southern Conference of specialty unions and as an international union convention delegate.

A skilled negotiator and organizer, Watkins was respected by union members and management officials, alike, said former GCIU international representative Jerry Cartwright, who also once served as Southern Conference president.

“At the bargaining table, he would do anything to get a settlement,” said Cartwright. “That was a real plus.”

Louise Watkins said her husband had a keen sense of fairness that made him effective at the bargaining table.

“He could see both sides of everything,” she said. “It was just his calling.”



Barron Watkins

PHOTO COURTESY LOUISE WATKINS

Watkins met his wife at Local 527 where Louise Watkins worked as office manager. They were wed on Sept. 4, 1964, the second marriage for both.

Louise Watkins also was active in the union movement and both Barron and Louise were inducted into the Georgia Labor Hall of Fame

A member of the Office & Professional Employees International Union, Louise Watkins became president of her OPEIU local and later served as bookkeeper for District Council S-7. At various points she worked with apprenticeship programs for union carpenters and steelworkers and assisted two Georgia locals of the International Brotherhood of Electrical Workers.

“What a team!” said a Hall of Fame announcement honoring the couple. “Workers and their families from all walks of life have truly enjoyed the benefits of the dedication and commitment Barron and Louise made in making our country a better place to live through organized labor.”

Louise Watkins, 79, said that when her husband was named an international representative for the International Printing Pressmen and Assistants Union of North America in 1970, he was thrilled. “His goal was to go up the ladder,” she said. “It was quite an exciting thing for him.”

Barron Watkins retired in 1988 from what by then was the GCIU. His wife said that while Watkins loved his union job, her husband did not miss dressing for work in a suit every day.

He was buried in overalls and a favorite red shirt, she said. “He wore a suit so long.”

In addition to his wife, Watkins is survived by sons, Roy and James; daughters, June Watkins Lee and Robyn Sims; eight grandchildren and 10 great-grandchildren. A son, Chris, died in 1978 at age 21.

Watkins, who died April 30, was buried at Fairview Memorial Gardens cemetery in Stockbridge, Ga.

# Teamster Podcast Provides Labor News Missed by Media

Can't find labor reports or Teamster updates in the mass media? Problem solved. Announcing: Teamster Nation News. The IBT recently launched a weekly podcast covering issues important to union members and accessible via computer, listening devices or smart phones.

And, says communications coordinator Ted Gotsch, Teamster Nation News is eager for story ideas or requests from GCC/IBT members. "If folks have something they'd like to hear, they should let us know," said Gotsch. "We want to know what members think are pressing issues."

GCC/IBT president George Tedeschi urged members to take advantage of the offer. "Keeping our members informed and educated is important," Tedeschi said. "Let's spread the word."

The podcasts, each 12-15 minutes and updated every Wednesday, deal with everything from contract settlements to Teamster history. Programs include commentary by



IBT General President James Hoffa, political actions alerts, personality profiles called, "Know Your Local Teamster," and news developments.

While news is an important element, Gotsch said, producers are striving for a varied menu that will highlight "different locals, different industries, different jobs" and serve members who favor "new media" over traditional broadcast and cable outlets. "This is just another vehicle to let them know what their union is doing," Gotsch said.

The podcast, which began in February, can be accessed through <http://teamster.org/podcast/news> or by means of the IBT Facebook page or iTunes. Contact Ted Gotsch with program requests or story ideas. Email: [tgotsch@teamster.org](mailto:tgotsch@teamster.org). Phone: Office - (202) 508-6437

Gotsch said the podcast has drawn thousands of listeners already and expects 10,000 by year's end. He urged GCC/IBT members to join the crowd.

## DESPITE RAIN, UNION GOLFERS FIND OHIO HAS A SUNNY SIDE

Even with two days of rain, the 2014 Union Printcraft International Golf Association tournament in Springboro, Ohio proved a bright idea.

"They treated us magnificently," said UPIGA secretary-treasurer Jim Sherlock.

In recent years, the UPIGA scheduled its annual competition in North Myrtle Beach, S.C. but dwindling numbers of participants demanded a change of venue.

Golfers came to Ohio this year at the invitation of John Agenbroad, mayor of Springboro and secretary of GCC/IBT District Council 3. Competition was at the Heatherwoode Golf Club, which Sherlock described as "the Number One public golf course in the country."

Inclement weather for half the tournament did not deter the 49 men and 12 women who traveled to Springboro from several states. Rain on two nights meant only that golf carts were limited to hard surfaces on the following days and players had to do "a lot of walking," Sherlock said.

The tournament and associated social events took place without a hitch. "After 87 years, we know how to run it," said Sherlock. The UPIGA competition began in 1924 and, interrupted only by World War 2, has been held every year since. Sherlock said plans already were underway for a 2015

tournament and that returning to Springboro was one of several possibilities. "They want us back because we're all great tipsters," he said.

### COMPETITION RESULTS

#### CHAMPIONSHIP FLIGHT

(Four-day competition)

Larry Cooper, Dayton  
Mike Duffin, Dayton  
Matt Wertheim, New Jersey  
(Tournament chairman)  
Jim Flood, New Jersey

#### 'A' Flight:

Scott Johnson, Detroit  
Joe Cline, Chicago  
John Murphy, Detroit  
Steve Zook, Chicago

'B' Flight: Rich O'Brien, Florida  
Mike Eckley, Dayton  
Dan Mageich, Detroit  
David Dean, Dayton

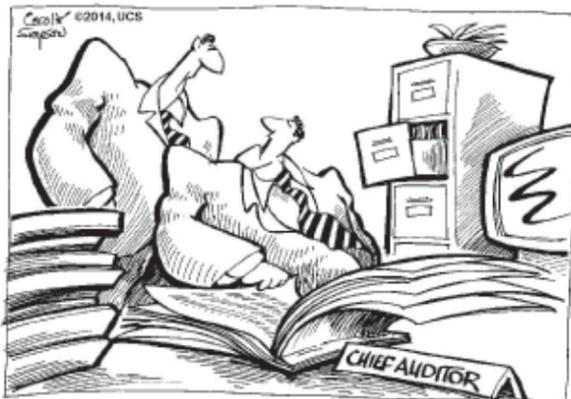
'C' Flight: Bill Schalk, Detroit  
Ron Fortgang, New Jersey  
John Carroll, New Jersey  
Richard Cook, Dayton

#### CHAMPIONSHIP FLIGHT

(Two-day competition)

Bill Gallagher, California  
Lee Cole, Dayton  
Jeff Rolf, Dayton  
Chuck Gallagher, Detroit

## Funny Business



"Besides retaining an attorney, I'd advise a generous donation to prison reform."



"You mean all those part-time, temporary, no-benefits employees quit??? Where's that old fashioned company loyalty?"



"Who says America doesn't make anything anymore? We just manufactured all those loopholes."



"Instead of giving you a raise, we're going to lower everyone else's salary."



"Great news, dear! Management is about to surprise me with a special path to early retirement!"

