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TOP STORY

Union Leaders Demand Passage of Pension Act: 'We Have to do This'

By Zachary Dowdy
Special to the Communicator



LIKE MANY GCC/IBT MEMBERS, MIKE MITCHEM, PRESIDENT OF LOCAL 235-M, Kansas City, Missouri, can retire in a few years but worries about his future – and the prospects for millions of other working Americans – if the U.S. Senate fails to pass vital legislation protecting their pensions.

So Mitchem is joining GCC/IBT president Kurt Freeman and labor leaders across the country in urging members to demand that lawmakers approve the Butch Lewis Act, an initiative that would allow struggling pension plans to borrow money and remain viable.

"If Washington doesn't do something to shore up these multiemployer pension funds, we're all going to be in trouble," Mitchem said, adding that his members are in three large plans with billions of dollars at risk. "We're all concerned. I'm in two of those funds and it

makes me worried because I'm about four years from being able to retire. You're walking on pins and needles."

In July, the House of Representatives passed a version of the Butch Lewis Act by a vote of 264-169 with considerable bipartisan support but its fate in the Republican-controlled Senate is uncertain. GCC/IBT leaders are telling members to get on the phone and write letters to their senators expressing support for the Lewis proposal.

A 2018 study by the federal Government Accountability Office found that the \$15.3 billion Central States Pension Fund, to which approximately 400,000 people belong, could become insolvent by 2026.

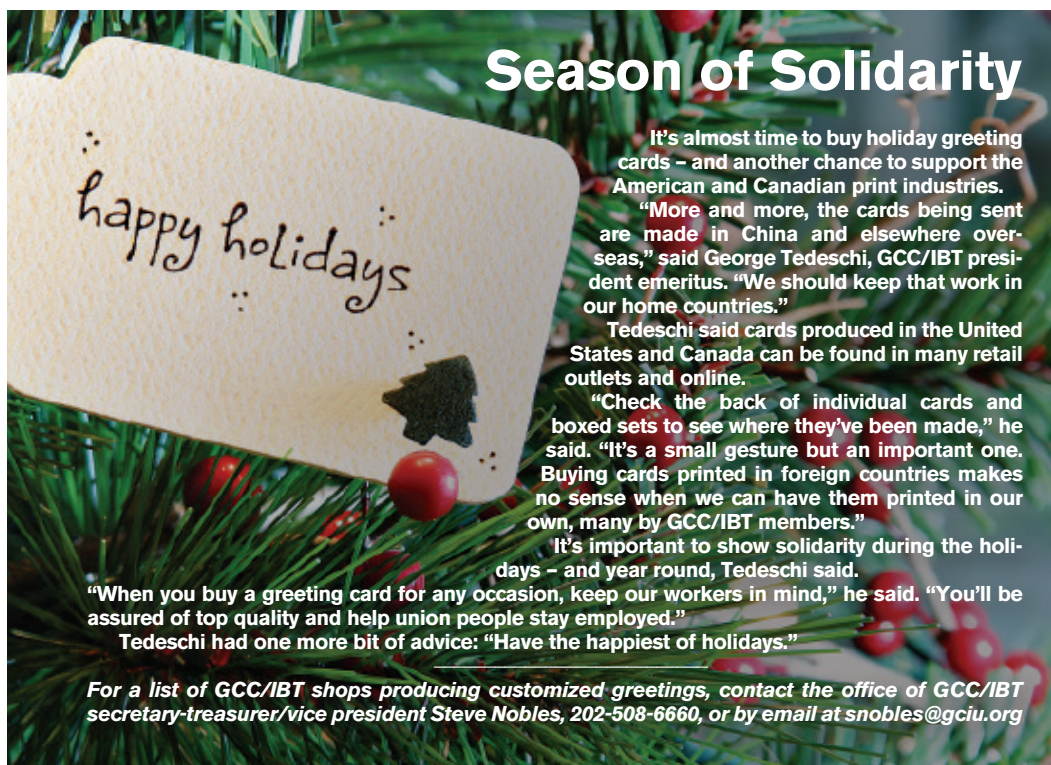
"We absolutely have to do this," said Israel Castro, president of Local 546-M, Cleveland.

continues on PAGE 5

Notice on Worker Objection to Agency Fees appears on Page 14.

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Season of Solidarity



It's almost time to buy holiday greeting cards – and another chance to support the American and Canadian print industries.

"More and more, the cards being sent are made in China and elsewhere overseas," said George Tedeschi, GCC/IBT president emeritus. "We should keep that work in our home countries."

Tedeschi said cards produced in the United States and Canada can be found in many retail outlets and online.

"Check the back of individual cards and boxed sets to see where they've been made," he said. "It's a small gesture but an important one. Buying cards printed in foreign countries makes no sense when we can have them printed in our own, many by GCC/IBT members."

It's important to show solidarity during the holidays – and year round, Tedeschi said.

"When you buy a greeting card for any occasion, keep our workers in mind," he said. "You'll be assured of top quality and help union people stay employed."

Tedeschi had one more bit of advice: "Have the happiest of holidays."

For a list of GCC/IBT shops producing customized greetings, contact the office of GCC/IBT secretary-treasurer/vice president Steve Nobles, 202-508-6660, or by email at snobles@gciu.org

Working People Lost In 2016 and We Can't Let it Happen Again

ELECTION SEASON IS ON THE WAY – FOR THE GCC/IBT and the nation.

Statements and photos of candidates for union president, secretary-treasurer/vice president and general board fill the Communicator's center portion in this edition. Unless elections are uncontested, we will vote early next year by mail ballot.

Meanwhile, the national political scene is heating up – and how.



Democratic presidential hopefuls are testing their ideas in debates and preparing for a long primary season that begins in February with the Iowa caucuses and doesn't end until June when four final states – and Puerto Rico, the Virgin Islands and District of Columbia – hold elections.

Candidates are offering a wide variety of solutions to the nation's problems – from “progressives” like Bernie Sanders who call for free tuition at public universities and “Medicare for all” to traditional liberals like Joe Biden and Minnesota senator Amy Klobuchar who worry that proposals viewed as too far left will be rejected by mainstream American voters.

One thing rival Democrats agree on: There must be no second term for Donald Trump.

I agree, too – and hope union members who took a chance on Trump in 2016 will study the President's anti-labor record before deciding to vote for him again.

Even a small sampling of Trump's actions – or inaction – should cause concern.

Despite campaign promises, he has failed to support a hike in the federal minimum wage.

His administration killed an Obama-era initiative to make more workers eligible for overtime pay.

Trump's Labor Department is allowing employers to self-report violations in wage laws.

Under Trump, the National Labor Relations Board handed companies like Uber a break by ruling “contract” workers cannot organize.

There's more – a lot. And as the 2020 election draws near, I will talk, again, about the woeful labor positions of President Trump and the Republican Party and how they endanger the labor movement.

But, for now, let me just celebrate America's great tradition of free speech and free elections.

In union ranks, and in our country, voting represents an exercise in good citizenship and a tribute to democracy.

Voting allows Americans to express themselves on the great issues of the day – peacefully and without fear of recrimination.

It is a precious right, never to be taken for granted.

For GCC/IBT members, the vote has special meaning. We cherish the ability to shape our own futures and raise voices on behalf of ourselves, family and union brothers and sisters. That is our tradition and the spirit of organized labor.

But with rights come responsibilities.

The duty of every union member – and every American citizen – is to be informed and engaged.

This message was emphasized often by my predecessor, George Tedeschi. At conferences and in private conversations, George told union leaders and rank-and-file members that they had an obligation – a profound duty – to know the issues. Guesswork simply won't do on Election Day.

While our union is, in my view, a model of democratic principle and fair play, there are forces in our country that lean in another direction.

Our job is to remain alert, stay informed – and, when it comes to national leadership, not be fooled again. ■

OUTLOOK

JAMES P. HOFFA TEAMSTERS GENERAL PRESIDENT

Only Pro-Labor Candidates Need Apply

THE TEAMSTERS ARE GEARING UP TO play a major role in the 2020 election. But to do that the union needs members and retirees who are versed on the issues to talk to the candidates traversing the country about sticking up for working families.

That effort began in earnest in August with several trainings held in Iowa and at the Teamsters' National Black Caucus (TNBC) Conference in Louisville, Kentucky.

There, activists were taught to ask Teamster-issue questions at targeted public candidate campaign events. These Teamsters are getting ready and committed to asking important questions and getting candidates on the record about pension, collective bargaining, infrastructure and more.

Those who attended these sessions first filled out the Teamsters' 2020 Survey to register their opinions on what are the top issues the union should be asking presidential contenders to address. Next, they shared with the group which issue was the most important to them



and why. And finally, they role played by asking a stand-in candidate questions.

Teamsters at the trainings were told to stand in a prominent place so they get noticed by candidates and their staffs. They were also encouraged to wear Teamster gear and hold signs.

All of this is part of the union's effort to increase visibility around the issues members are prioritizing. And it will continue throughout the 2020 election season.

Why?

Because candidates seeking the endorsement of the Teamsters must understand the importance unions play in the working lives of the American worker and our economy as a whole. Supporting organizing efforts and standing for fairness and respect in the workplace is essential.

Workers deserve a president who is a partner that realizes that it is not just jobs, but the quality and dependability of those jobs that matters. U.S. leadership should realize that those who worked hard and played by the rules should have the ability to provide a comfortable life for their loved ones and retire with the benefits they were promised. That needs to be the goal of anyone seeking to be president. ■



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Election Ahead: A Crucial Exercise in Democracy

EVERY FOUR YEARS, THE COMMUNICATOR CARRIES A RUNDOWN ON CANDIDATES for top union offices – president, secretary-treasurer/vice president, general board members – and that time has rolled around again.

Photographs and personal statements, along with other pertinent information related to next year's GCC/IBT election, appear on Pages 8-11.



Voting won't earn national media attention but is an exercise in democracy worth noting – especially when, on the national front, Donald Trump continues to trash norms and heighten tensions in advance of the 2020 presidential election.

As GCC/IBT president Kurt Freeman says in his Page 2 “Where I Stand” column, Trump misled workers – including, union members – in 2016 by portraying himself as the friend of ordinary Americans.

Once in the White House, Trump showed his true colors – making one anti-worker appointment after another, launching disastrous, job-killing trade wars, and failing in large measure to “bring back” manufacturing.

“I...hope union members who took a chance on Trump in 2016 will study the President's anti-labor record before deciding to vote for him again,” Freeman said.

Meanwhile, on Capitol Hill, Republicans continue deferring to Trump and doing their part to favor big business and the wealthy 1 percent.

That attitude is evident in the unwillingness – so far – of Senate Majority Leader Mitch McConnell to advance a proposed piece of legislation vital to thousands of union members: the Butch Lewis pension reform act.

In our Top Story on Page 1 by Zachary Dowdy and expanded coverage on Page 5, we take a look at the Lewis proposal – it passed in the House with overwhelming Democratic support and even 29 GOP votes – and hear from GCC/IBT leaders urging Senate support for this essential aid to faltering pension funds.

“We absolutely have to do this,” Israel Castro, president of Local 546-M, Cleveland, told Dowdy. “It's time to put pressure on the Senate.”

Aside from pension issues, other matters weigh on union leaders.

For instance, a story on Page 4 tells of the impending merger of Gannett with Gate/



House Media. The move is being described by executives as an attempt to bolster the print newspaper sector but any deal this size is cause for worry, analysts say.

Of special concern, Freeman tells the Communicator, is the role of hedge funds – big money outfits that typically “drain the assets” of publications they acquire by reducing staff and cutting back on benefits.

We quote one observer as saying the Gannett/GateHouse merger, though not related to a hedge fund deal, represents “another nail in the coffin for the state of our news and information system.” In other words: Beware.

On the brighter side of the news, we profile (Page 16) six college students from GCC/IBT families who won James R. Hoffa Memorial Scholarships – congratulations, gang! – and a touching Long Island tribute (Page 4) to outgoing GCC/IBT president George Tedeschi. Recently named the union's first president emeritus, Tedeschi was presented a crown, scepter and royal robe, and hailed again as “King George.” Accolades were many, and the sentiment was unanimous: “Best of luck, George. Long Live the King.”

COMMENTARY **JIM HIGHTOWER**

Could Shakespeare Conceive Of a Character Like Trump?

Where's Shakespeare when we need him? Only the Bard of Avon could do literary justice to the tortured madness of Donald Trump, who fluctuates between petulant self-pity and weird self-praise.

His bragging is especially weird, because it usually involves achievements he hasn't made.

For example, at a rally launching his re-election campaign, Trump repeated an old promise to “drain the swamp,” assuring the adoring crowd that “that's exactly what we're doing right now.” Trump gilded the lie with this beauty: “We stared down the unholy alliance of lobbyists and donors and special interests.”

In fact, he brought that entire unholy alliance directly into the White House, the cabinet, and every agency to create a corrupt government of, by, and for corporate plunderers, at the expense of working families.

At least 230 corporate lobbyists have joined the administration. Trump also opened a luxury hotel right in the center of the swamp, just four blocks from the White House, so he and his family can extract high-dollar hotel payments from special-interest lobbyists wanting favors from the Trump regime of swamp critters.

But wait – didn't The Donald make his political hires sign an ethics pledge agreeing not to lobby the agencies where they work for five years after they leave? Yes – but remember, Trump is a master at the Art of the Loophole, and his “pledge” allows former officials to lobby on agency rulemaking – which is what agencies do! They make rules.



So this gaping loophole frees Trump officials to sell their insider influence to corporate interests rigging the system against you and me.

Donald Trump has also recently discovered homelessness in America and says he has the solution, pointing out that he's already ending the problem in Washington, DC.

In a June interview with Fox News commentator Tucker Carlson, the President of the United States articulated his concern about so many Americans now living on the streets.

Homelessness is “a phenomenon that started two years ago,” Trump explained to the clueless Carlson. Calling homelessness “sad,” our billionaire president showed his



usual grasp of history and social awareness by adding: “We never had this in our lives before in this country.”

Carlson let this go without a question. Maybe he was dazzled by Trump's next observation, analyzing why people live in the street: “Perhaps they like living that way,” said the president.

Indeed, Trump claims he's tidied up homelessness before.

“I had a situation when I first became president,” he said. “We had certain areas of Washington, D.C., where [homelessness] was starting to happen. I ended it very quickly. I said you can't do that.” After all, Trump explained to the obtuse Fox interviewer, “When you have leaders of the world coming to see the president... they can't be looking at that.”

It's one thing to have a president who thinks “Out of sight, out of mind” should be an actual public policy. It's another thing to have a president who is clearly out of his mind.

Populist author, public speaker, and radio commentator Jim Hightower writes The Hightower Lowdown, a monthly newsletter chronicling the ongoing fights by America's ordinary people against rule by plutocratic elites. Sign up at HightowerLowdown.org.

Media Mergers: Whose Interests are Served?

In a move corporate leaders claim is an attempt to save the print product and contribute to “journalistic excellence,” GateHouse Media and Gannett are working toward a merger that – if executed – would create the nation’s largest newspaper conglomerate.

According to the Washington Post, the \$1.4 billion purchase of Gannett by GateHouse will establish a company that owns more than 250 daily newspapers and hundreds of weekly and community papers in 47 states.

Media analyst Ken Doctor figures the giant company will have a combined print circulation of 8.7 million – 7 million more than second place McClatchy, according to the Associated Press.

A GateHouse stakeholder may yet scuttle the deal but if it goes through, will readers be well-served? Are mergers of this sort – increasingly common – good news for labor?

Not necessarily, according to GCC/IBT President Kurt Freeman, who said there is deep concern about industry consolidation often involving hedge funds with little allegiance to journalism or print workers.

“Hedge funds are buying newspapers and draining their assets and then either stopping production or laying off the production staff and moving the paper to another facility,” said Freeman, who was among a contingent of labor leaders meeting with Senate minority leader Chuck Schumer (D-N.Y.) to express concern. “Pensions go unpaid, jobs are lost and many areas of the country have no local news which as we know puts checks on local government and business from doing dirty deeds.”

Michael Posner, director of the Center for Business and Human Rights, also sounded a warning.

“GateHouse and its New Media Investment group have...followed a business model that seeks to maximize financial returns by reducing the costs of production,” Posner said in Forbes online magazine. “Inevitably, this has meant a reduction in the number of reporters covering local news.”

Gannett and GateHouse executives say they can shave \$300 million off operating costs in 24 months while “continuing to invest in newsrooms,” the Washington Post reported.

To many, the goals seem contradictory – reducing budgets while increasing a commitment to the news operation.

“The GateHouse-Gannett merger is another nail in the coffin for the state of our news



GCC/IBT President Kurt Freeman and Secretary-Treasurer/Vice President Steve Nobles joined labor leaders on Capitol Hill to voice concerns about newspaper consolidation and jobs losses that follow. In the group were, first row, left to right, Julie Reynolds, NewsGuild-CWA; Joe Molinero, IBT Newspaper Conference; Carin Zelinko, IBT Office of Capital Strategies. Standing in second row: Michael Kink, Strong Economy for All Coalition; Mike Dolan, IBT legislative representative; Nobles; Doug Nowakowski, IBT Newspaper Conference; Bernie Lunzer, president of NewsGuild-CWA; Tony Daley, NewsGuild-CWA; Freeman.

and information system,” Michael Copps, former FCC commissioner and Common Cause special adviser, said in a statement. “Combining the two largest newspaper chains would lead to cost-cutting strategies straight out of the Wall Street playbook.”

The proposed move is the latest in a series of mergers and acquisitions that many fear will add to the list of 2,000 newspapers that stopped publishing in the last 15 years, further reduce journalism at the local level and limit the public’s ability to make informed decisions.

Washington Post media columnist Margaret Sullivan said the disappearance of small market newspapers represents a profound dilemma. “It’s a crisis that threatens democracy,” Sullivan said.

Heartfelt Sendoff for ‘Different Kind of Union Leader’

It was a grand affair – for a grand guy.

More than 130 people gathered at the Hilton Long Island hotel to celebrate the 60-year labor union career of George Tedeschi who retired as GCC/IBT president in June.

There were plaques and posters and frequent references to “King George,” as Tedeschi is known throughout union ranks.

Kurt Freeman, who followed Tedeschi in the GCC/IBT’s top job, put a royal cape over his predecessor’s shoulder and Tedeschi, wearing a crown and wielding a scepter, waved to his cheering subjects and ordered that festivities continue.

Without pause, they did.

There was a buffet line – a regal feast – followed by Tedeschi’s favorite food: mint chocolate chip ice cream.

Tedeschi’s younger son, John, served as emcee for the late July party and introduced more than a dozen speakers marking the occasion and recalling the story of a Newsday flyboy who rose through the ranks of Local 406-C and became president of a prestigious international union.

Mike LaSpina, president of 406-C, secretary-treasurer Lou Nicosia, and former 406 president Mike O’Connor hailed Tedeschi’s contributions to Newsday workers and former 406 president Dennis Grabhorn said the fundamental lessons taught him by Tedeschi remain essential to the success of any union leader:

“Never, never, never lie to your membership, always put the members first, don’t be afraid to think outside the box.”

Tedeschi also emphasized the importance of dealing reliably with management. Attesting to Tedeschi’s success as an honest broker was Alberto Ibarguen, president and CEO of the John S. and James L. Knight Foundation and former executive vice president of Newsday.

“George was a different kind of union leader,” said Ibarguen, who negotiated a number of contracts with Tedeschi at Newsday. “He wielded extreme power with extreme responsibility.”

One of the most touching moments came when retired 406-C member Rick Reichardt praised Tedeschi for helping him retrieve his Newsday paper handler’s job after a five-year prison sentence.

Tedeschi, then 406 president, intervened with manage-



‘King George’ Tedeschi ruled over a cheering crowd of more than 130 loyal subjects on Long Island after being crowned by Kurt Freeman, his successor as president of the GCC/IBT.

ment to give a second chance to Reichardt, who was 30 at the time. “George, you saved my life,” said Reichardt, 68, who remained at the paper for more than 36 years after being reinstated.

Finally, it was Tedeschi’s turn to speak.

He said thanks to his family members for their sacrifices – “I was always away from home on union business,” Tedeschi said – and singled out old friends and colleagues.

He saluted John Heffernan and Local 2-N for a mock New York Post that blared, “After 60 Years King George Still Rules!” on Page One. Tedeschi noted the pressmen’s hats fashioned from front pages of Newsday by granddaughter, Samantha, 14, that served as table decorations and the handmade, folded newspaper flowers suggested by Tedeschi’s spouse, Angela.

Tedeschi told favorite stories – for instance, the time he abruptly reached a contract agreement after a fierce screaming match with one of Newsday’s publishers prompting another executive to exclaim in amazement, “I’ve never seen anything like that!” Also true, he said, were reports that when traveling out of town, and work was over, he headed for an ice cream parlor, not a local bar.

With Tedeschi showing no sign of letting up, and the hour well past when the party was supposed to be over, his son, John, came briefly to the podium.

Earlier, John had said, “I’m so proud of you, Dad, really proud.”

This time, he simply handed his father a note.

“Looks like I’m out of time,” said Tedeschi, who thanked the crowd for coming, said he was proud of being a union leader for more than half a century, and that only the support of members had allowed so productive a career.

The party was over – and a remarkable reign. But as loyal subjects declared, the legend of King George remains.

TEDESCHI NAMED UNION’S FIRST PRESIDENT EMERITUS

GCC/IBT General Board members named George Tedeschi the union’s first president emeritus to honor his nearly two decades of outstanding leadership – five years as GCIU president, 14 in the GCC/IBT’s top post – and a labor movement career that spanned more than a half-century.

The title is testament to Tedeschi’s extraordinary record of accomplishment, dedication to union members and prominent role as a national labor leader, said Kurt Freeman, who succeeded Tedeschi in June.

“George is widely respected in Teamster ranks and throughout the labor movement,” Freeman said. “George is a true leader and his fighting never-give-up mentality is a trait that we should all aspire to achieve.”

Tedeschi, who continues as an IBT international vice president at-large and editor of the Graphic Communicator, said elevation to the unpaid office of president emeritus was deeply gratifying.

“This was an unexpected honor and I am most grateful,” Tedeschi said. “The union has been my life and always will be.”

Lewis Act Faces Uncertain Senate Fate

By Fred Bruning
Graphic Communicator

The Butch Lewis Act, vital legislation intended to preserve multiemployer pensions, passed the Democratic-led House of Representatives. Now comes the hard part. Republican majority leader Mitch McConnell, a master at obstructing Democratic initiatives, has not indicated whether he will permit the bill – named for an Ohio Teamster -- to reach the Senate floor.

“The Senate will be the big fight,” said GCC/IBT president Kurt Freeman. A worry, said Freeman, is that any bill McConnell moves forward might contain so many GOP concessions that labor advocates could not support the measure. “It will come down to trying to find a compromise that can be lived with by enough from both parties,” Freeman said.

After the House passed its version of the Lewis act, 27 Democratic senators led by Joe Manchin (West Virginia), Sherrod Brown (Ohio), Tina Smith (Minnesota) and Minority Leader Charles E. Schumer (New York) introduced companion Senate legislation and immediately called upon McConnell to let the legislative process go forward.

“I am proud to join my colleagues to introduce this legislation to make sure that workers’ pensions are protected, and I encourage Senator McConnell to follow the House’s lead and put this bill up for a vote,” Manchin said.

The West Virginia lawmaker said many retirees made sacrifices to assure a secure retirement but now face uncertainty.

“They gave up raises and bonuses during their working years for the promise of peace of mind in their golden years, but here they are, finally ready to collect, and there’s no one home,” he said.

Quick passage of the Lewis bill was essential, said Sherrod Brown. “We must solve this crisis for the workers, retirees and small businesses who are counting on us and the Butch Lewis Act is one way to do that,” he said, calling for a “bipartisan solution.” Brown added: “The most important thing is that we get the job done for these workers who have worked so hard for this country.”

Too many hard-working Americans are “living in retirement limbo” because of the pension crisis, said Smith, and Schumer pledged Democrats would continue fighting for pension justice.

“Millions of middle-class workers, miners, truck drivers, construction workers, and food service workers invested their hard earned money into pension plans year after year after year, for financial security and peace of mind when they retire,” Schumer said. “Unfortunately, those pensions are now in trouble. We owe it to these workers, who played by the rules and are counting on these funds, to shore up these pensions today.”

Adding his voice, IBT General President James Hoffa told Senate lawmakers to pass the bill in order to “meet our obligations to current retirees and workers for years to come and do so without retiree benefit cuts.”

But, with McConnell in charge, the outlook is uncertain, at best, political observers say. In addition, there is no sign that President Donald Trump – who poses as a friend of working people – will be willing to lend his support.

“... given that the bill is considered a pro-union measure, many lawmakers assume the



Long a champion of pension reform, Teamsters General President James Hoffa urged Senate approval of the Butch Lewis Act to ‘meet our obligations to current retirees and workers for years to come and do so without retiree benefit cuts.’

nation’s top two Republicans will do nothing to push it forward,” wrote Jerry Zremski, Washington bureau chief for the Buffalo News.

Freeman is urging GCC/IBT members to contact Senate offices in an effort to keep pressure on McConnell. “We have to do all we can to get Speaker McConnell to do the right thing and allow the bill to move through the legislative process,” Freeman said.

The proposal bears the name of Butch Lewis, a Vietnam veteran, pension reform activist and past president of IBT Local 100, Cincinnati, who died of a stroke on New Year’s Eve in 2015.

Doctors and family members said his death was in part attributable to stress Lewis felt fighting against pension cuts. Lewis’s wife of 40 years, Rita Lewis, has campaigned widely for the pension protections her husband sought.

After the House vote in July, Rita Lewis said “when we all act together we can get anything done.” She urged the Senate to approve the measure so that “we can live in peace knowing we have our pensions.”

At immediate risk in the pension debate are IBT retirees enrolled in the Central States Pension Fund which is facing a severe financial crisis.

“It covers about a million and a half workers whose pensions are in danger, or have already been reduced by a significant percentage,” said Rep. Brian Higgins (D-New York). “The thing that they thought they could depend on could be ripped away from them.”

But it is not just Teamsters who are worried about pension fund failure. “These plans are failing at an alarming rate,” said a story in a publication of AARP, the powerful national organization representing retirees. “About 12 percent of workers with vested multiemployer pensions are in plans expected to run dry within 20 years.”

As union membership stalls and contributions to pension plans diminish, the outlook is worrisome without government intervention, experts say.

“Unfortunately,” said AARP, “there are no easy solutions.”

‘We Have to do This’

continued from PAGE 1

“It’s time to put pressure on the Senate. This is extremely important to retirees. We have to make a concerted effort to make sure pensions are protected. I tell my members, ‘If you’re in a pension, you need to call. If your family members are in pensions or of voting age, you need to call. It’s critical.’”

But John Heffernan, president of GCC/IBT Local 2-N in New York, said he feared Washington politics will thwart passage.

“It was encouraging that there was some bipartisan support in the House,” Heffernan said. However, he noted, Senate Majority Leader Mitch McConnell – who routinely blocks bills favored by Democrats – has not indicated whether he will allow the measure to reach the floor.

While the Lewis act hangs in the balance, Heffernan said he also is worried about the federally funded Pension Benefit Guaranty Corporation, which protects pension benefits in private-sector defined benefit plans. Some analysts warn the PBGC could be insolvent by 2025.

“Something must be done,” Heffernan said. “People have worked 40 years based on a promise of a pension. The government bailed out the auto industry. How could they let the people who worked and paid into funds for decades be destitute?”

Steve Sullivan, president of Local 3-N in Boston, said despite the fierce tribalism that prevails in Washington, union members must press senators to find common ground on the Butch Lewis Act – legislation, he said, that affects Americans of every political persuasion.

“It’s obviously critical to pass this,” Sullivan said. “It



should be a no-brainer. And it’s amazing to me that it’s even a partisan issue.”

Patrick LoPresti, president of GCC/IBT Local 1-L, New York, said he hopes political leaders will act on behalf of working people.

“This is something that can really pull the country together,” he said. “We can’t have a situation where retirees have to decide between buying food or medicine because their pension checks are too small.”

Approximately 3,000 members in his local are drawing retirement benefits, LoPresti said.

“We’re not going out as billionaires,” he said. “We’re going out as hardworking people who deserve to retire and enjoy their family and whatever else they want to do for the rest of their life.”

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

American Workplace is Too Often a Sorry Sight

In the opening pages of his troubling new book, “Beaten Down, Worked Up,” former New York Times labor reporter Steven Greenhouse sends dispatches from the front lines of the modern American workplace.

- The fast food worker who commuted an hour to her minimum wage job only to be told to go home – without pay – because business was slow.
- A pregnant cashier at a discount drug store whose legs and feet had swollen from long hours of standing but was forbidden by her boss to serve customers while sitting on a stool.
- Injured while trying to make repairs at a car wash, an employee lost the tip of his finger and was out of work without compensation for two weeks. When he and several other workers complained, they were fired.
- In a school district that granted no raises for 10 years, an elementary school teacher works part time at a McDonald’s to meet her bills. Her shift at the burger joint ends at midnight. She gets up at 6:30 a.m. for class. “It makes me feel disrespected that they pay teachers so little,” she says.

Conditions that union workers would find intolerable are simply the state of play for millions of other Americans. Low skill workers are particularly at risk although, as Greenhouse



points out, even people with considerable training – like the schoolteacher – are apt to be treated poorly by employers.

Greenhouse says the reason is obvious.

“The decline in workers’ bargaining power is of course

closely related to the diminished might of American labor unions,” Greenhouse writes in a book subtitled, “The Past, Present and Future of American Labor” that earned mention in “All the Best” on Page 7 of this edition.

The statistics are stark, Greenhouse reports: Labor unions now represent just over 6 percent of private sector workers and not even 11 percent of workers overall. In the 1950s, 35 percent of America’s workforce was protected by union contracts.

And still, corporate America is not satisfied. “...many corporations and business-friendly lawmakers insist that unions remain far too powerful,” Greenhouse says. For these fierce enemies of working people, destruction of the labor movement is an obsession.

Given all that Greenhouse – and other analysts – say about the vital role unions play in protecting workers from overbearing employers and guaranteeing a decent, middle-class life, why is organized labor so often on the defensive?

Take a bow, Republican Party.

The GOP and the right-wing zealots who control it have been demonizing organized labor for decades – claiming nonsensically that unions threaten free enterprise and individual freedom. And, for the past three years, you can blame Donald Trump, too.

With anti-labor policies and disastrous appointments to the NLRB and Department of Labor, billionaire Trump – self-proclaimed hero of the working class – has shown himself an obedient and eager Republican accomplice in the plot to kill organized labor.

But a new optimism blooms.

There are signs that labor is regaining public approval and that young people, in particular, see the value of union membership.

Now the job is to build on that momentum, reject right-wing lies and oust union enemies from their privileged positions in Washington. “Labor should go back to its first principles and, as always, fight for fairness...” said Greenhouse.

Fairness for workers is all labor unions seek, nothing more. It is a righteous cause. As duty demands, we carry on. ■



Point of View

BY FRANK CHRISTENSEN

Want to Assess Trump Damage? Look No Further than the NLRB

I know that some who voted for Donald Trump have been holding out hope that your vote would not be abused by the person you trusted to run our country but that is exactly what has happened.

By virtue of the check you collect each week, the union card you carry, the brothers and sisters in your local union, you are union. President Trump is no friend of unions.

Look no further than the National Labor Relations Board.

Trump’s NLRB just passed a ruling that makes it easier for employers to kick out unions.

Now employers can file a pending withdrawal of a union 90 days before a contract expires so that the minute the contract expires the union is forced out.

The ousted union will have to work its way back into the employer from scratch and will only have 45 days in which to file a petition for a new election.

This ruling rolls back the clock on everything that unions have worked for. This is how a Trump-appointed National Labor Relations Board works for organized labor.

Peter Robb, the NLRB’s general counsel and top enforcement officer, even seeks to ban the use of inflatables like the famous “Scabby the Rat” used by countless unions during jobsite actions. The general counsel asserts inflatables are a form of intimidation.

So as we continue to look ahead at the next presidential election, I have to remind you of what we stand to lose with another four years of Trump.

These past few years have been very difficult for labor, more so than perhaps most of you realize.

Trump’s rallying cry is to “Make America Great Again.” A quick review of America’s



history will show America’s middle class was strongest in the same period of time union density was at its peak. I think an America that has a strong middle-class, bolstered by a strong labor movement, is an America that’s great, don’t you?

But let’s be honest, that is not Trump’s America. His America is one with suppressed wages to boost corporate profits.

We should be using our time and resources to move our unions forward, to elevate working families, not playing defense and fighting off efforts to take rights and benefits away.

And in that same vein, we should have leaders in office who focus on moving the United States forward, not stripping freedoms from those whose minds and hands have built this country. Why go backwards, or even tread water, when we should be moving forward?

Just as there are some in our ranks who want more from our contracts and initiatives, I want more from our country and our leaders, and I definitely want better in the voting booth from my brothers and sisters in organized labor.

Frank Christensen is general president of the International Union of Elevator Constructors and has won landmark NLRB cases and court rulings in defense of his members. This piece is provided by Press Associates Union News Service and published with permission of the St. Louis Labor Tribune. ■

Recession? Could Happen

President Trump is worried that a recession will kill his chances of re-election. So let's look at some of the possible causes of an economic setback.

Cause 1: Donald J. Trump. His ignorance about world economics is shocking. He inherited an excellent economy from President Barack Obama and then began tearing it down.

He started a tariff war with China, our biggest trading partner, spewing his usual fabrications. He said China would pay "billions and billions" as if the tariffs were taxes we could collect.

Then he started flip-flopping. He put some tariffs in place and delayed others. He said the levies wouldn't hurt consumers then admitted they might.

The stock market, which Trump confuses with the economy, reacted with wild swings that caused small investors to worry anew about retirement savings and 401(k)s.

Cause 2: The inverted yield curve. It sounds complicated but really isn't. Simply put, it means that short-term interest rates are higher than long-term rates. Long-term rates are usually higher because of the uncertainty of what may happen, say, 10 years down the line.

The bond market, which is infinitely more powerful than its flashy little brother, the stock market, usually views an inverted yield curve as precursor to a possible recession.

Cause 3: Trump has touted an upturn in manufacturing as a sign his policies are working but the manufacturing index is at its lowest point in a decade.

Plants are still closing and jobs being lost.

He has also "ordered" American businesses to find alternatives to trade with China which is crazy because it took years to build up supply chains, train Chinese workers, find manufacturers and create efficient shipping and import structures. The mandate had little legal foundation and, not surprisingly, Trump backed off when business groups howled.

Cause 4: Trump has devastated China-U.S. farm trade with a tariff war that, predictably, prompted Beijing leaders to impose more tariffs of their own and look elsewhere – principally, to Brazil – for vital commodities like corn, wheat, soybeans and meat.

The president's immature tough-guy tactics came as farmers were coping with environmental woes linked to climate change – floods in some areas, drought in others – and a host of daunting market uncertainties.

Heartland voters, a vital component of the Trump base, are suffering and support for the president among farmers may be weakening despite the billions he's sent their way to make up for lost business.

Let's hope there won't be a recession. But if our economy tanks, the "very stable genius" in the White House will have no one to blame but himself.

He won't do that, of course. He'll knock everyone else. ■



Guest Spot

BY GEORGE TEDESCHI

Thanks for the Memories

Anyone who spends 60 years in organized labor will have plenty of stories – and I have my share.

There were great moments of fellowship, bold acts by brave organizers and tense negotiations settled at the last minute. Once, at Newsday, we even had t-shirts made up with the image of a coiled snake and the warning, "If Provoked, Will Strike." Happily, we avoided that worst-case possibility.

Of course, there were humorous moments, too. During one set of talks, the company lawyer called from outside the office. Management people at the table thought he was trying to reach them. Wrong: The lawyer wanted to speak to me.

And not about business.

I had a professional but friendly relationship with the fellow. He was calling to ask if I was going to the gym after negotiations.

"Sure," I said. "Meet you there." The company reps just shook their heads.

One of my most vivid recollections relates to the tragedy of Sept. 11, 2001.

Local 1-L, New York, has offices in lower Manhattan, not far from where the World Trade Center towers once stood.

Pat LoPresti, 1-L president, thought it important to take a hard look at the destruction as a means of honoring the more than 2,700 people who died in the twin tower attack. I was president of GCIU Local 406-C, Long Island, and a native New Yorker. Pat arranged a tour of the site – still smoldering – and asked me along. I was honored to join him.

Just about every worker at the site – police,

firefighters, construction workers, clean-up crews – was a union member putting in extraordinary hours under dangerous conditions.

I wish each of those individuals had been wearing a vest marked "Union Member" so the nation – and world – could see the vital contribution of organized labor and courage of those we represent.

In my six decades as a union officer – first at 406-C and, later, as international president of the GCIU and GCC/IBT – I have always been proud of our members, and never more so than in the aftermath of Sept. 11.

No matter the circumstances, union members put in an honest day's work for a decent day's pay. They ask nothing more than a fair deal and a voice in their own futures – not too much to expect.

As I told the many guests at a wonderful retirement party on Long Island this summer, I am grateful for my years in the labor movement. I've met great people and had matchless experiences. And I have plenty of stories – some funny, some sad, all precious.

To all, thanks for the memories. ■

George Tedeschi retired in June as president of the GCC/IBT. He continues as a Teamster international vice president-at large and editor of the Graphic Communicator.



All the Best

Print

Beaten Down, Worked Up: The Past, Present, and Future of American Labor

Steven Greenhouse

How did it happen? Why do we stand for it? The erosion of union membership from its high of approximately one-third of the workforce in the 1940s to just below 11 percent last year is a perplexing American riddle. Unions clearly make life better for working people but the numbers don't lie: Organized labor is in trouble. Steven Greenhouse, former labor reporter for the New York Times, takes a hard look at the situation and offers a cogent analysis – one that focuses on issues of limited mobility, astounding corporate greed and Republican policies and practices intended to silence the voice of workers. There is reason for hope, Greenhouse concludes, but it will take better laws and, almost surely, a resurgence of pro-union politicians if labor is to rally. Read the book. Vote accordingly. *Knopf, \$26.69, barnesandnoble.com*

BEATEN DOWN, WORKED UP
The Past, Present, and Future
of American Labor
STEVEN GREENHOUSE



Video/Streaming

Sorry to Bother You

Boots Riley, director

If the world seems topsy-turvy these days when a relatively few wealthy Americans have more net worth than the rest of us combined, this movie may seem uncomfortably close to reality and not an antic slice of science fiction. Director Boots Riley imagines a society where telemarketers offer desperate people basic needs with only one catch: takers agree to a lifetime of servitude. The notion is outrageous, yes, but with many wage earners working two or three jobs, perhaps not so absurd, after all. No wonder Riley made union organizers the heroes of his story and their message so clear: Collective action is the answer to workplace injustice – today, tomorrow and in the sci-fi future, too. *Hulu (subscription); Amazon Prime Video (rent, \$3.99)*

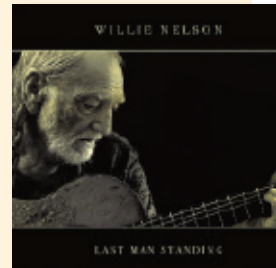


Music

Last Man Standing

Willie Nelson

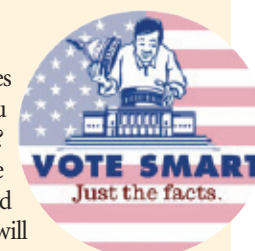
Willie Nelson is 86 and says he will never retire. Let's hope. The brilliant country troubadour who scored his first hit in 1960 with the soulful, "Family Bible," is still going strong. "Last Man Standing," reveals a plucky guy who gives not an inch to age or anxiety. His tune, "Heaven is Closed," celebrates the here and now – not the hereafter. "I'll Try to do Better Next Time," reminds us that there's always an opportunity to spread a little happiness and the title song, "Last Man Standing," is bracingly upbeat. Nelson recalls lost friends but remembers those still around, and smiles at his own longevity. "I don't wanna' be the last man standin'," he sings. "Or, wait a minute, maybe I do." Hang in, Willie. We're still standin', too. *Sony Legacy, \$11.71, barnesandnoble.com*



Internet

votesmart.org

A year from now, Americans will cast votes for president of the United States. Can you think of a time when the stakes were higher? Donald Trump, perhaps the most disruptive chief executive in the country's history – and one of the most insensitive toward unions – will seek re-election. A Democrat to be named later will try to make Trump a one-term aberration and get the country back to something like normal. The time to learn the issues and separate fact from fiction is now. An invaluable aid is the outstanding Drake University "Vote Smart" website. Drake researchers --their motto is "Make America Smart Again"-- provide the voting records, policy positions, biographies, and public statements of candidates. They name contributors to political campaigns and rate the extent to which politicians bend to special interests. For two years, we've been inundated by misleading statements, bogus claims and outright lies. Drake analysts cut through the fog and phoniness. "Facts matter," the researchers say. Of course, facts matter – more than ever.



Candidates Announce Plans to R

The GCC/IBT Constitution provides that candidates for Conference office and General Board may have a photograph and a statement of 50 words or less published in the Graphic Communicator. These are the photos and statements submitted by candidates seeking nominations for the next regular mail ballot election in February. Ballots will be counted in March 2020. Article XIII, Section 6, cites:

“Each candidate for GCC General Board Member must have the endorsement of at least ten percent (10%) of the GCC/IBT Local Unions in good standing and returning nominations. Each candidate for an office of GCC Secretary-Treasurer/Vice President and President must have the endorsement of at least fifteen percent (15%) of the GCC/IBT Local Unions in good standing and returning nominations.

Only Canadian GCC/IBT Local Unions may nominate the Canadian Vice-President, and each candidate for said office must have the endorsement of at least ten percent (10%) of the GCC/IBT Canadian Local Unions in good standing and returning nominations. Each candidate for General Board member must have the endorsement of at least ten percent (10%) of the GCC/IBT Local Unions in good standing and returning nominations within the Region for which he/she is a candidate.”

BOARD OF ELECTORS REQUIREMENTS



By order of the GCC/IBT Board of Electors, the candidates' statements in this issue are reprinted in the exact form delivered to the GCC Secretary-Treasurer's office. The BOE also directed that each candidate's photo (as provided by the candidate) must be the same size, that candidates' statements cannot exceed the 50-word constitutional limit, and that each candidate's statement must be published in English, French and Spanish – translated at the expense of the Conference.

12 LOCALS FAIL TO FILE NOTICES

Of the 72 Local Unions affiliated with the GCC/IBT, 12 Locals did not respond to requests for December nomination meeting information, according to GCC/IBT Secretary-Treasurer/Vice President Steven Nobles.

There were two separate mailings to Locals requesting that the Locals provide nomination meeting date, place and time for publication in this issue of the Graphic Communicator. The nomination meetings listed in this issue represent the 60 Local Unions that did respond. Members of Local Unions not listed should contact Local Union officers for details.

Per the GCC/IBT Constitution, Local Unions must mail nominations (endorsements) to the Conference Secretary-Treasurer no later than December 31, 2019 to be valid.

Nominating forms and procedures will be sent to Local Unions in November.

INTERNATIONAL OFFICERS

P R E S I D E N T

I am seeking your support, nomination and vote for President of the GCC/IBT. I will work to keep the GCC a viable and independent conference within the Teamsters, servicing our Locals and District Councils and organizing the unorganized to grow the GCC. Together we can make this happen.

Soutenez ma candidature comme président de la CCG-FIT. Je vais m'assurer que la CCG demeure une conférence viable et indépendante au sein des Teamsters, au service de nos sections locales et conseils de districts, qui recrute pour grossir les rangs de la CCG. Ensemble, nous pouvons y arriver.

Solicito su apoyo, nombramiento y voto como presidente de GCC/IBT. Trabajaré para que GCC continúe siendo una conferencia viable e independiente dentro de los Teamsters, para servir a nuestros Sindicatos Locales y Consejos Distritales, y para organizar a los no organizados y conseguir el crecimiento de GCC. Juntos podremos hacer esto una realidad.



Kurt Freeman
Incumbent from Philadelphia
Local 14-M

S E C R E T A R Y - T R E A S U R E R / V I C E P R E S I D E N T

My extensive experience as a long time Union Principal Officer, Pension and Health Fund Trustee is the experience needed in my current office. I would like your nomination and support for the GCC/IBT Secretary-Treasurer/Vice President. We all must work together to preserve and grow our great Union.

Ma longue expérience comme responsable syndical et fiduciaire de fonds de pension et de santé est ce qu'il faut pour mes fonctions actuelles. Je vous demande d'appuyer ma candidature comme secrétaire-trésorier et vice-président de la CCG-FIT. Nous devons œuvrer ensemble pour préserver et faire croître notre formidable syndicat.

Mi extensa experiencia como Oficial Principal del Sindicato, Fiduciario del Fondo de Pensiones y Salud, es la que se necesita en mi puesto actual. Quisiera obtener su nombramiento y apoyo para Vicepresidente y Secretario-Tesorero de GCC/IBT. Todos tenemos que trabajar juntos para proteger y hacer crecer a nuestro gran Sindicato.



Steve Nobles
Incumbent from Detroit
Local 25-M

THE GENERAL BOARD

P A C I F I C R E G I O N

It is an honor and a privilege to serve as a General Board member in the Pacific Region. I respectfully seek your support for re-election. I will continue to serve and represent our members to maintain a strong viable GCC within the IBT.

C'est un honneur et un privilège de servir comme membre du conseil général pour la région du Pacifique. Je vous demande respectueusement de soutenir ma réélection. Je vais continuer à servir et représenter nos membres pour que la CCG reste forte et viable au sein de la FIT.

Es un honor y un privilegio servir como miembro de la Junta General en la región del Pacifico. Solicito respetuosamente su apoyo para la reelección. Continuaré sirviendo y representando a nuestros miembros, para mantener una GCC fuerte y viable dentro de IBT.



Clark Ritchey
Incumbent from Seattle
Local 747-M Pacific Region

Run in 2020 Elections of GCC/IBT

THE GENERAL BOARD

ATLANTIC REGION

As your Atlantic Region and Merger Commission Representative of the General Board, I look forward to continue the hard work that is required so that we will overcome all the challenges that we face. It's with our committed support, united in solidarity, I'm confident that our GCC/IBT Conference will prevail.

En tant que représentant de la région de l'Atlantique et de la commission des fusions auprès du conseil général, je compte poursuivre mes efforts pour surmonter tous les défis qui nous attendent. Avec votre soutien, unis dans la solidarité, je suis convaincu que la Conférence de la CCG-FIT l'emportera.

Como su Representante de la Comisión de Fusiones y de la Región Atlántica en la Junta General, espero continuar el intenso trabajo requerido para superar todos los desafíos que se nos presentan. Con nuestro apoyo y dedicación, unidos en solidaridad, confío en el éxito de nuestra Conferencia GCC/IBT.

I humbly write to announce my candidacy for the office of General Board Member, Atlantic Region. Representing the families of GCC Local 3 Boston has been my honor and we remain Strong and United. I promise to bring that same passion, energy and dedicated work ethic to the General Board.

J'annonce humblement ma candidature comme membre du conseil général pour la région de l'Atlantique. J'ai eu l'honneur de représenter les familles de la section locale 3 de Boston afin de rester forts et unis. Je promets d'agir auprès du conseil général avec autant de passion, d'énergie et d'éthique professionnelle.

Escribo humildemente para anunciar mi candidatura para el puesto de Miembro de la Junta General, Región Atlántica. Ha sido un honor representar a las familias del Sindicato Local 3 de GCC en Boston, y continuamos Fuertes y Unidos. Prometo traer la misma pasión, energía, dedicación y ética laboral a la Junta General.



Patrick LoPresti
Incumbent from New York
Local 1-L Atlantic Region



Stephen Sullivan
Incumbent from Boston
Local 3-N Atlantic Region

CANADIAN REGION

It has been a privilege and an honour to represent the Canadian membership. With the same original enthusiasm and devotion, I again respectfully seek your nomination for re-election to the GCC General Board. I have been a full-time officer of Local 555M and previously 41M for the last 29 years.

Ce fut un privilège et un honneur de représenter les membres canadiens. Je suis à nouveau candidat, tout aussi enthousiaste et dévoué, au conseil général de la CCG. J'ai dirigé à temps plein la section locale 555M et, avant cela, de la section locale 41M ces 29 dernières années.

Ha sido un privilegio y un honor representar a nuestros miembros canadienses. Con el mismo entusiasmo y devoción de siempre, solicito de nuevo que me propongan para la reelección a la Junta General de GCC. He trabajado como oficial a tiempo completo del Sindicato Local 555M y anteriormente del 41M durante los últimos 29 años.



Denis Fournier
Incumbent from Montreal
Local 555-M Canadian Region

SOUTHERN REGION

Union member since 1987 and officer of Local 527-S, I am asking for your support to be nominated and re-elected to the General Board Southern Region. Together we will represent, educate and elect political friends of the workers and their union. We must continue to organize to strengthen our Unions.



Eddie Williams
Incumbent from Atlanta
Local 527-S Southern Region

Syndiqué depuis 1987 et dirigeant de la section locale 527-S, je vous demande de soutenir ma réélection au conseil général pour la région du Sud. Ensemble, nous allons représenter, éduquer et élire des amis politiques des travailleurs et de leur syndicat. Nous devons poursuivre l'organisation pour renforcer nos syndicats.

Como miembro del sindicato desde 1987 y oficial de la Local 527-S, solicito su apoyo para ser nombrado y reelegido para formar parte de la Junta General, Región Sur. Juntos representaremos, educaremos y elegiremos políticos amigos de los trabajadores y de su sindicato. Necesitamos continuar organizando para fortalecer nuestros sindicatos.

MOUNTAIN REGION

I am once again proudly announcing my candidacy for GCC/IBT General Board, Mountain Region.

I humbly request the opportunity to continue to earn your trust and confidence through my hard work protecting the interests of all our members.

I respectfully solicit your nomination and support as a General Board Member.



Marty Hallberg
Incumbent from Twin Cities
Local 1-B Mountain Region

Je suis fier d'annoncer à nouveau ma candidature au conseil général de la CCG-FIT pour la région des Rocheuses.

Je souhaite continuer à mériter votre confiance grâce à mes efforts pour protéger les intérêts de nos membres.

Je vous demande respectueusement de soutenir ma candidature comme membre du conseil général.

De nuevo anuncio con orgullo mi candidatura para la Junta General de GCC/IBT, Región de las Montañas.

Les pido humildemente la oportunidad de continuar ganando su confianza por medio de mi esforzado trabajo para proteger los intereses de nuestros miembros.

Solicito respetuosamente su nombramiento y apoyo como miembro de la Junta General.

Members will receive mail ballots in February, 2020.

Candidates Seek Posts in 2020 Union Elections

THE GENERAL BOARD

CENTRAL REGION

It's been a privileged honor serving our Union. We face many challenges ahead. My experience includes General Board Member, International Vice President, Organizer, Representative and Local Officer. I will seek input from Local Leaders in our Region and carry that message to the Conference Leadership. I respectfully request your support.

J'ai été honoré de servir notre syndicat. Bien des défis nous attendent. J'ai été membre du conseil général, vice-président international, organisateur, représentant et dirigeant de section locale. Je vais demander l'avis des leaders locaux de notre région et le transmettre aux dirigeants de la Conférence. Je sollicite respectueusement votre soutien.

Ha sido un privilegio y un honor servir a nuestro Sindicato. Nos esperan muchos desafíos. Mi experiencia incluye Miembro de la Junta General, Vicepresidente Internacional, Organizador, Representante, y Oficial de Sindicato Local. Escucharé a los líderes de los Sindicatos Locales de su región y llevaré su mensaje a los dirigentes de la Conferencia. Solicito respetuosamente su apoyo.

Vote Consolino and Castro for Central Region General Board. We are asking for your support in representing and communicating your concerns. Brother Castro and I are dedicated leaders in our District Councils and understand how to implement necessary advancements. We are looking forward to representing you in the Central Region.

Choisissez Consolino-Castro pour le conseil général de la région du Centre. Comptez sur nous pour représenter et communiquer vos préoccupations. Leaders dévoués dans nos conseils de district, Castro et moi savons comment instaurer les avancées nécessaires. Nous sommes impatients de vous représenter dans la région du Centre.

Voten por Consolino y Castro para la Junta General de la Región Central. Les pedimos su apoyo para representarlos y comunicar las cosas que les preocupan a ustedes. El Hermano Castro y yo somos líderes comprometidos de nuestros Consejos Distritales y sabemos cómo llevar a cabo las mejoras necesarias. Será un honor representarlos en la Región Central.



Garry Foreman
Incumbent from Indianapolis
Local 17-M Central Region

For the Central Region General Board, I encourage every Local to nominate and elect the Castro/Consolino slate in December. Together Brother Consolino and I can represent the interests of the Central Region and strengthen our Union for the challenges facing our membership. Vote Castro/Consolino for the Central Region!

J'invite chaque section locale à nommer et élire Castro-Consolino en décembre au conseil général de la région du Centre. Consolino et moi pouvons représenter les intérêts de cette région et renforcer notre syndicat face aux défis qui attendent nos membres. Choisissez Castro et Consolino pour la région du Centre!

Para la Junta General de la Región Central, exhorto a todos los sindicatos locales a nombrar y elegir la lista Castro/Consolino en diciembre. Juntos, el Hermano Consolino y yo podemos representar los intereses de la Región Central y fortalecer a nuestro Sindicato ante los retos con que se enfrentará nuestra membresía. ¡Voten por Castro/Consolino para la Región Central!



Israel Castro
Detroit Local 25-M
Central Region



Michael Consolino
Chicago Local 458-M
Central Region

**GCC Conference mail ballots
must be received by
8:30 a.m. March 25, 2020.**

Official Notice of the Quadrennial Election of Officers and General Board Members of the Graphic Communications Conference/IBT

To All Members of the Graphic Communications Conference:

Greetings!

In accordance with Article XIII of the Constitution and Laws of the Graphic Communications Conference and in conformity with the applicable provisions of the Labor-Management Reporting and Disclosure Act of 1959, this is an Official Notice to every member of the GCC/IBT, of the Quadrennial Election of Conference Officers and General Board Members for the four-year term commencing Sunday, June 7, 2020.

Nominations will be held at Local Union meetings in December 2019. A list of meeting dates, times, and locations will be published in the October, November, December 2019 issue of the Graphic Communicator. Ballots will be mailed February 19, 2020 and must be received by 8:30 a.m. on March 25, 2020.

It is very important that every member exercise his or her right to vote in the upcoming election. Your vote will determine not only who leads our organization, but also its policy and direction, for the next four years.

It is only through your participation that our Union can remain democratic and strong - so let's try to get as high a turn-out as possible. Please make your vote count!

Sincerely and fraternally,

Steven Nobles
Secretary-Treasurer/Vice President

Local Union Nomination Meetings

DATES • TIMES • PLACES

Nomination meetings are listed by local, date, time and place. Some listings are incomplete because those locals supplied only partial information. Approximately twelve (12) local unions do not have meeting dates listed because they reported no information to the GCC/IBT Secretary-Treasurer/Vice President's office at Graphic Communicator presstime.

Local Name	Meeting Date	Meeting Time	Meeting Place	Meeting Street	Meeting City	Meeting State
1B Twin Cities, MN	12/12/2019	12:00 Noon and 3:30 PM	GCC/IBT District Council 1, Local 1-B	678 Transfer Rd	St Paul	MN 55114
1C Washington, DC	12/07/2019	9:30 AM	Boswell Hall	6111 Columbian Way	Bowie	MD 20715
1L New York, NY	12/10/2019	05:00 PM	Amalgamated Lithographers of America Local One	113 University Place 3rd Floor	New York	NY 10003
1M Saint Paul, MN	12/16/2019	Noon and 5:00 PM	678 Transfer Rd Meeting Hall	678 Transfer Rd	St Paul	MN 55114
2N/1SE New York, NY	12/15/2019	02:00 PM	Teamsters Local 237	216 West 14th St	New York	NY 10011
3N Boston, MA	12/11/2019	07:00 PM	John McKeon Post AMVETS #146	4 Hilltop St	Dorchester	MA 02124
4B Washington, DC			Information not provided - Contact Local Union Officers			
4C Philadelphia, PA	12/15/2019	12:00 PM	GCC/IBT Local 4-C	2 W. Baltimore Pike	Clifton Heights	PA 19018
13N Detroit, MI	12/15/2019	03:00 PM	DC3 Hall 9 Mile Rd	11420 E Nine Mile Rd	Warren	MI 48089
14M Philadelphia, PA	12/10/2019	12:00 PM and 4:00 PM	District Council 9 Offices	3460 N Delaware Ave Suite 300	Philadelphia	PA 19134
16N Philadelphia, PA	12/11/2019	03:00 PM	Union Headquarters	3460 N Delaware Ave Suite 300	Philadelphia	PA 19134
17M Indianapolis, IN	12/05/2019	05:00 PM	Holiday Inn - Anderson	6720 S Scatterfield Rd	Anderson	IN 46013
22C Portland, ME	12/01/2019	06:00 PM	Press Herald	295 Gannett Dr South	Portland	ME 04106
23N Milwaukee, WI	12/02/2019	03:30 PM	District Council 1	633 S Hawley Rd Suite 100	Milwaukee	WI 53214
24M/9N Pittsburgh, PA	12/07/2019	11:00 AM	GCC/IBT Local 24M/9N Office	1629 Carmela Dr	Pittsburgh	PA 15227
25M Detroit, MI	12/14/2019	10:00 AM	Union Hall	11420 E Nine Mile Rd	Warren	MI 48089
25M Detroit, MI	12/15/2019	10:00 AM	Union Hall	1400 East Schaaf Rd	Brooklyn Heights	OH 44131
28N Salt Lake City, UT	12/09/2019	9:00 AM and 4:00 PM	Doubletree Hotel	5151 Wiley Post Way	Salt Lake City	UT 84116
38N Saint Louis, MO	12/14/2019	01:00 PM	VFW Post 3944	10817 Midland Blvd	Overland	MO 63114
58M Phoenix, AZ			Information not provided - Contact Local Union Officers			
72C Washington, DC	12/14/2019	9:00 AM	Riverdale Heights Volunteer Fire Department	6101 Roanoke Ave	Riverdale	MD 20737
77P Neenah, WI	12/16/2019	12:00 PM and 5:00 PM	77P Union Hall	1300 American Dr	Neenah	WI 54956
95C Clarksburg, WV			Information not provided - Contact Local Union Officers			
100M Toronto, ON Canada	12/04/2019	04:00 PM	Union Office 100M	100-979 Derry Rd East	Mississauga	ON L5T 2J7
119B New York, NY	12/13/2019	05:00 PM	Local One, ALA	113 University Place 3rd Floor	New York	NY 10003
135C Battle Creek, MI	12/14/2019	9:00 AM	DC3 Battle Creek Office	8680 Verona Road	Battle Creek	MI 49014
137C Wilkes-Barre, PA	12/15/2019	11:00 AM	Dallas, PA American Legion	Route 309	Dallas	PA 18612
140N Los Angeles, CA			Information not provided - Contact Local Union Officers			
197M Chattanooga, TN	12/05/2019	12:30 PM	IBEW Union Hall	3922 Volunteer Dr	Chattanooga	TN 37416
226M Tulsa, OK	12/10/2019	02:15 PM	Golden Corral	8144 E 21ST	Tulsa	OK 74129
235/16M Kansas City, MO	12/09/2019	8 AM; 12:30 PM and 4:00PM	GCC/IBT Local 235/16M Union Hall	10221 E 40 Highway	Independence	MO 64055
240C Bismarck, ND	12/09/2019	07:00 PM	A & B Pizza - Meeting Room	1017 E Interstate Ave	Bismarck	ND 58503
241M Scranton, PA	12/15/2019	01:00 PM	Normandie Bar	1225 Capouse Ave	Scranton	PA 18504
242C Missoula, MT	12/04/2019	05:00 PM	Butte Silver Bow Public Library; Frank Little Room; 3rd Floor	226 W Broadway	Butte	MT 59701
261M Buffalo, NY	12/04/2019	05:00 PM	The Buffalo News	1 News Plaza	Buffalo	NY 14203
285M Washington, DC	12/14/2019	9:30 AM	GCC/IBT Local 285-M Union Hall	6210 North Capitol St NW	Washington	DC 20011
286C Enid, OK			Information not provided - Contact Local Union Officers			
327C Anchorage, AK	12/04/2019	11:30 AM	Bernies Bungalow	626 D St	Anchorage	AK 99501
329C York, PA			Information not provided - Contact Local Union Officers			
330C Olean Ny - Bradford, PA			Information not provided - Contact Local Union Officers			
338C Meadville, PA	12/02/2019	08:40 PM	The Meadville Tribune	947 Federal Ct	Meadville	PA 16335
367M Dallas, TX			Information not provided - Contact Local Union Officers			
379C Mankato, MN	12/12/2019	04:45 PM	Eagles Club	708 N Riverfront Dr	Mankato	MN 56001
388M Los Angeles, CA	12/11/2019	11:00 AM and 6:00 PM	Holiday Inn - Buena Park	7000 Beach Blvd	Buena Park	CA 90620
388M Los Angeles, CA	12/11/2019	11:00 AM and 7:00 PM	Teamsters District Council 2, Livermore Office	6111 Southfront Rd Suite R	Livermore	CA 94551
406C Nassau County, NY	12/18/2019	8:00 AM	Union Office	246 Conklin St	Farmingdale	NY 11735
415S Chicago, IL	12/08/2019	01:30 PM	Guide's Sports Bar (Party Room)	5544 South Archer Ave	Chicago	IL 60638
432M San Diego, CA	12/03/2019	12:00 Noon	Union Office	10393 San Diego Mission Rd #207	San Diego	CA 92108
458M Chicago, IL	12/11/2019	05:00 PM	District Council 4	455 Kehoe Blvd Suite 110	Carol Stream	IL 60188
493M Clearfield, PA	12/19/2019	03:10 PM	Grice Museum	119 N 4th St	Clearfield	PA 16830
503M Rochester, NY	12/11/2019	03:30 PM	GCC/IBT Union Hall	1393 South Ave	Rochester	NY 14620
507S Kalamazoo, MI	12/21/2019	9:00 AM	Teamsters Hall	3330 Miller Rd	Kalamazoo	MI 49001
508M Cincinnati, OH	12/21/2019	9:30 AM	DC-3 Regional Office	2100 Oak Rd	Cincinnati	OH 45241
518M Quad Cities, IL	12/01/2019	04:00 PM	GCC/IBT 518M Union Hall/Office	601 Brady St #210	Davenport	IA 52803
527S Atlanta, GA	12/03/2019	03:00 PM	West Rock Lunch Area	170 Lisle Industrial Ave	Lexington	KY 40511
527S Atlanta, GA	12/05/2019	03:00 PM	Greif Packaging Lunch Area	900 Westinghouse Blvd	Charlotte	NC 28273
527S Atlanta, GA	12/08/2019	02:00 PM	GCC/IBT Local 527-S Conference Area	715 Veterans Memorial Hwy SE	Mableton	GA 30126
541S Salt Lake City, UT	12/09/2019	12:00 PM and 3:00 PM	Doubletree Hotel	5151 Wiley Post Way	Salt Lake City	UT 84116
543M Omaha, NE	12/11/2019	1:00 PM and 5:00 PM	Hilton Garden Inn	2702 Mid America Dr	Council Bluffs	IA 51501
555M Montreal, QC Canada	12/07/2019	10:00 AM	Union Office	1835 Fleury East	Montreal	QC H2B1H7
555S Grand Rapids, MI	12/19/2019	02:00 PM	Union Office	1957 Beverly Ave SW	Wyoming	MI 49519
568M Peoria, IL	12/01/2019	11:00 AM	AFL-CIO Building	400 NE Jefferson	Peoria	IL 61601
575M Wichita, KS			Information not provided - Contact Local Union Officers			
577M Milwaukee-Madison, WI	12/07/2019	8:30 AM	Local 577-M Yatchak Hall	633 S Hawley Rd #100	Milwaukee	WI 53214
612M West Caldwell, NJ	12/05/2019	05:30 PM	Union Office	1099 Bloomfield Ave	West Caldwell	NJ 07006
625S Denver, CO	12/10/2019	12:00 PM and 3:30 PM	Crown Plaza Hotel	15500 E 40th Ave	Denver	CO 80239
642S Grottoes, VA	12/16/2019	03:30 PM	Grottoes Fire Dept	109 3rd Street	Grottes	VA 24441
704C Fairbanks, AK			Information not provided - Contact Local Union Officers			
705S Battle Creek, MI	12/10/2019	07:30 PM	GCC/IBT Local 705-S Union Hall	8680 Verona Road	Battle Creek	MI 49014
713S Washington, DC			Information not provided - Contact Local Union Officers			
726S Shamokin, PA	12/15/2019	06:30 PM	Independence Fire Company	201-245 W Arch St	Shamokin	PA 17872
727S Des Moines, IA	12/17/2019	7:15 AM; 2:00 PM and 3:15 PM	Iron Workers Local 67 Hall	1501 E Aurora Ave	Des Moines	IA 50313
735S Hazleton, PA	12/08/2019	08:00 PM	Comfort Inn	58 State Route 93	W Hazleton	PA 18202
747M Seattle, WA	12/11/2019	11:00 AM and 8:00 PM	Candlewood Suites	4440 3rd Avenue SE	Lacey	WA 98503
4535M Houston, TX			Information not provided - Contact Local Union Officers			
6505M Saint Louis, MO	12/10/2019	10:00 AM and 7:00 PM	GCC/IBT Local 6-505M Union Hall	1977 Schuetz Rd	St Louis	MO 63146

VOLUNTARY BUYOUT OFFERS AT TWO MAJOR NEWSPAPERS

In a sign of the times, Newsday and the Pittsburgh Post-Gazette are offering voluntary buyouts to GCC/IBT members as the news industry continues to outsource print production and continues its shift toward digital operations.

At Newsday, terms of the buyout for editorial workers exceed contract requirements, said Mike LaSpina, president of Local 406-C.

"Newsday actually gave us 13 weeks more than they had to according to the collective bargaining agreement," LaSpina said. "We have a great working relationship with the company and have been able to work out all the kinks and make sure voluntary buyouts were granted according to seniority."

The Newsday agreement provides three weeks of pay for every year of service with a cap of 65 weeks. The company is also providing three months of medical care to the 31 editorial workers who accepted the voluntary buyouts in late September, including reporters, assistant editors, librarians and researchers.

"Newsday is transforming from a traditional newspaper into a leading edge multimedia and multiplatform content-generation machine, with expanded video, exciting live events and experiences for subscribers," said Newsday spokeswoman Kim Como.

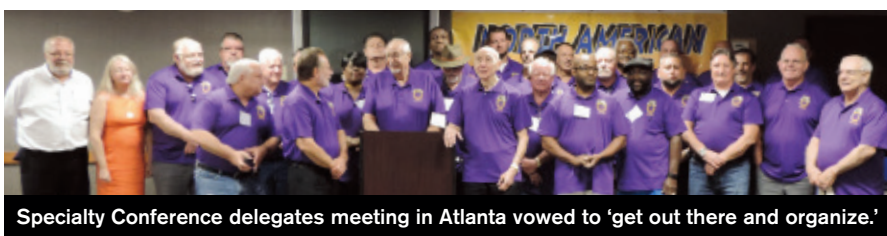
In Pittsburgh, the Post-Gazette, owned by Block Communications and represented by the anti-union law firm of King and Ballow, cut back production from five days per week to three on Sept. 28.

"They say they are going completely digital, but they won't tell us when," said Chris Lang, president, Local 24-M/9-N.



In stark contrast to what Newsday provided its workers, the Post-Gazette is offering six weeks of severance pay and six months of health care.

"We were asking for what they got in New York," Lang said. "Even though Block Communications made \$600 million last year, they are refusing to give us a decent severance – now that's a sign of the times."



SPECIALTY CONFERENCE: FOCUS ON STRATEGY

The North American Specialty Conference in Atlanta provided GCC/IBT delegates with an opportunity to regroup and rethink strategies for organizing, negotiating and basic survival in an era fraught with anti-union politicians and legislation.

"There's a lot of frustration about labor laws right now," said Ralph Meers, president emeritus of the Specialty Conference and secretary-treasurer of Local 527-S, Atlanta. "The laws are unfair and it's very difficult to get people organized simply because of the way the Trump administration has loaded the labor board with anti-union attorneys and judges."

About 40 delegates attended the three-day event in September. Also at the meeting were GCC/IBT president Kurt Freeman and his predecessor, George Tedeschi, now the union's president emeritus. Both leaders emphasized the importance of organizing and growing the membership base.

Delegates also met and discussed negotiation strategies with plants they have in common, such as West Rock, Graphic Packaging and Quality Graphics.

"It gave them an opportunity to all get involved and get on the same page," said Eddie Williams, conference president and leader of Local 527-S.

Williams said there was outstanding "camaraderie" among delegates from different locals, "and a lot of discussion about how we need to organize the unorganized – and how we need to get out there and do the best job we can."

NLRB UPHOLDS NEWS-PRESS JUDGMENT

The NLRB issued a partial ruling against the embattled owner of the Santa Barbara News-Press that locked in \$1.1 million of a \$2.2 million judgment.

The September decision means multi-millionaire owner Wendy McCaw can no longer dispute the lower calculation and that disagreement over the additional \$1.1 million will be taken up in a hearing later this year.

The National Labor Relations Board sought monetary relief from McCaw for the unfair labor practices that she and her managers have continued over the last decade and continue to commit, union lawyers said.

While numerous workers stand to be compensated for mistreatment at the hands of McCaw, the board's current pursuit of compensation does nothing for the eight reporters who were unjustly fired in retaliation for joining the GCC/IBT in September 2006, a case that made national headlines.

Nonetheless, the partial ruling is heralded by GCC/IBT leaders and lawyers who have been fighting McCaw for 13 years.

"We are pleased that the Board saw fit to significantly narrow the issues that are in dispute, and to effectively determine that the News-Press must pay

its many labor law victims no less than \$1 million, with much more still owed," said union attorney Ira Gottlieb. Work on the case continues, Gottlieb said.

"There remains a great deal more to do, however, before justice will be served," Gottlieb said. "More than a decade after management's outlawry began, Ms. McCaw has still not paid a dime under the NLRB's auspices to any one of the many employees she and her management stooges have harmed."

3-N VIDEOS SHOWCASE 'AMAZING WORK'

In an attempt to combat fear in unorganized shops considering unionization, Local 3-N, Boston, members wrote and produced a riveting and inspirational video entitled "Let Your Voice Be Heard."

The professional quality video is a critical element of the local's "Organize and Win" campaign.

"We wanted to create something as our calling card," said Steve Sullivan, president of Local 3-N. "This video was produced to combat the largest obstacle in organizing, which is fear."

The two-and-half-minute video features two press operators who had been wrongfully terminated and details how the GCC/IBT fought for their reinstatement and "substantial arbitration award," Sullivan said.

The video – sent by text and email to potential members – conveys a sense of community and that "we at Local 3-N are a family and when you join our family, we will have your back 100 percent."

"It's so important that workers have a voice on the job and the best way to be heard is by joining other voices with shared interests," Sullivan said.

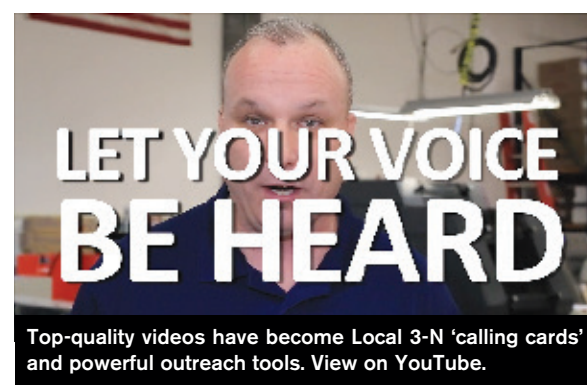
The local produced a second video, "What's Behind the Bug?" that shows company owners how union affiliation can help their bottom line. "The GCC/IBT union bug brings in significant amounts of political work here in New England," Sullivan said.

The video features employers who understand the value of the GCC/IBT affiliation.

"The interests of our members and the companies they work for are not mutually exclusive – when our companies succeed, our members succeed," Sullivan said.

So far, the newly released videos have been well received. "While I don't think Hollywood will come calling anytime soon, we are so proud to showcase the amazing work being done by Local 3 members and our great organization."

"Let Your Voice Be Heard" and "What's Behind the Bug?" can be viewed on YouTube.



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 reporter Dawn Hobbs at dawnhobbs@cox.net or call 805-284-5351.

Les leaders de la CCG-FIT exhortent à soutenir la loi Butch-Lewis

Par Zachary Dowdy
Collaboration spéciale au
Communicator

Comme beaucoup de membres de la CCG-FIT, Mike Mitchem, président de la section locale 235-M de Kansas City, au Missouri, sera admissible à la retraite dans quelques années mais il craint pour son avenir – et les perspectives qui attendent des millions d'autres travailleurs américains – si le Sénat des États-Unis n'adopte pas une loi essentielle visant à protéger leurs pensions.

M. Mitchem se joint donc à Kurt Freeman, président de la CCG-FIT, et aux leaders syndicaux du pays tout entier pour exhorter les membres à réclamer que les législateurs approuvent la loi Butch-Lewis, une initiative qui permettrait aux régimes de retraite en difficulté d'emprunter de l'argent et de rester viables.

« Si Washington ne fait pas quelque chose pour renflouer ces régimes de retraite interentreprises, nous allons tous être en difficulté, a indiqué M. Mitchem, ajoutant que ses membres cotisent à trois grands régimes dont des milliards de dollars sont menacés. Nous sommes tous préoccupés. Je participe à deux de ces régimes et je suis inquiet, car il me reste environ

quatre ans pour pouvoir prendre ma retraite. On marche sur des aiguilles.

En juillet, la Chambre des représentants a adopté une version de la loi Butch-Lewis par un vote de 264 contre 169 avec un soutien bipartisan considérable, mais le sort de cette loi dans un Sénat contrôlé par les républicains est incertain. Les leaders de la CCG-FIT demandent à leurs membres de manifester leur soutien au projet de loi Butch-Lewis en appelant leurs sénateurs ou en leur écrivant.

Une étude menée en 2018 par le Government Accountability Office fédéral a révélé que le Central States Pension Fund, dont la valeur s'établit à 15,3 G\$ et qui compte environ 400 000 cotisants, pourrait être insolvable d'ici 2026.

« Nous devons absolument agir, a déclaré Israel Castro, président de la section locale 546-M, de Cleveland. Il est temps de faire pression sur le Sénat. C'est extrêmement important pour les retraités. Nous devons fournir un effort concerté pour que les pensions soient protégées. Comme je le dis à mes membres, 'si vous recevez une pension, vous devez appeler. Si des membres de votre famille touchent une pension ou sont en âge de voter, il faut appeler. C'est essentiel'.

Mais John Heffernan, président de

la section locale 2-N de la CCG-FIT à New York, craint que la politique de Washington n'empêche l'adoption de la loi.

« C'était encourageant d'avoir un certain soutien bipartisan à la Chambre. Mais comme il l'a fait remarquer, Mitch McConnell, le leader de la majorité au Sénat qui bloque régulièrement les projets de loi ayant la faveur des démocrates, n'a pas indiqué s'il va permettre à la mesure d'être présentée.

Alors que le sort de la loi Butch-Lewis est en jeu, J. Heffernan a dit s'inquiéter aussi pour la Pension Benefit Guaranty Corporation (PBGC) qui reçoit un financement fédéral et dont le rôle consiste à protéger les rentes des régimes de pension à prestations déterminées du secteur privé. Selon certains analystes, la PBGC pourrait être insolvable en 2025.

Selon J. Heffernan, « il faut faire quelque chose. Les gens ont travaillé 40 ans en ayant la promesse de recevoir une pension. Le gouvernement a renfloué l'industrie automobile. Comment peut-il laisser les gens qui ont travaillé et cotisé à des régimes pendant des décennies se retrouver dans le dénuement? »

Malgré le tribalisme féroce qui prévaut à Washington, Steve Sullivan, président de la section locale 3-N de

Boston, est d'avis que les syndiqués doivent forcer les sénateurs à trouver un terrain d'entente à propos de la loi Butch-Lewis – une loi qui, a-t-il précisé, touche les Américains de toute allégeance politique.

« C'est manifestement essentiel d'adopter cette loi. Cela devrait aller de soi. Je n'en reviens pas que ce soit même un enjeu partisan. »

Patrick LoPresti, président de la section locale 1-L de la CCG-FIT de New York, espère que les leaders politiques vont agir au nom des travailleurs.

« C'est quelque chose qui peut réellement rassembler le pays. Nous ne pouvons pas avoir une situation où les retraités se retrouvent à devoir choisir entre leurs médicaments et leur alimentation, car leur pension de retraite est trop petite. »

Il y a environ 3 000 membres de sa section locale qui reçoivent une rente de retraite, a indiqué P. LoPresti.

« Nous ne sommes pas milliardaires en partant à la retraite. Nous sommes des gens qui ont travaillé dur, et qui méritent de prendre leur retraite et de profiter de leur famille et de ce qui les intéresse pendant le reste de leur vie. »

Zachary Dowdy est journaliste à Newsday et vice-président de l'unité de rédaction de la section locale 406-C à Long Island.

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Por Zachary Dowdy
Especial para The Communicator

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Zachary Dowdy es reportero de Newsday y vicepresidente editorial de la local 406-C, Long Island.

In Memoriam

Listed here are GCC/IBT members for whom death benefits were paid, according to the Membership Department of the office of the GCC/IBT secretary-treasurer. Locals wishing to list members who died but did not participate in the death benefits program should contact the Graphic Communicator.

Local	Date of Death	Local	Date of Death
Death Benefit Claims Paid May 2017			
458M James J Polecastro, Sr	04-06-17	577M Richard W Behling	03-03-17
458M Joseph S Puzzo	03-27-17	577M Eric A Ehlers	01-22-15
458M Frank I Shemitis	03-13-17	577M Ronald A Eick	03-07-17
493M Steven D Kephart, Sr	03-28-17	577M Larry J Gocker	11-29-16
503M Thomas Todaro	03-07-17	577M John S Makys	01-24-17
508M Raymond C Jones	10-14-16	577M Richard J Nelson	02-10-17
508M Lessie Litman	02-20-17	577M Anne R Ramstack	03-06-17
508M Michael J Malone	03-20-17	577M Richard E Schneeweis	02-10-17
508M Alvin A Merk	03-17-17	577M Steven R Schneeweis	03-30-17
508M Joseph E Niehaus	04-09-17	577M Donald M Scott	03-06-11
514M Jessie L Pollock	05-21-16	577M Phyllis E Sorenson	03-23-17
518M Marvel L Andriano	03-15-17	577M George C Weber, Jr	03-29-17
518M Robert J Speed	04-06-17	612M Bernadette Laabs	03-06-17
527S Willie Roy Aaron, Jr	03-25-17	612M Lorraine K Squillaro	03-25-17
527S George E Armstrong	03-04-17	625S Lawrence C Koopman	01-11-17
546M Joseph S Bauer	04-11-17	853T Karl W Melcher	11-25-15
546M Clark E Hall	03-20-17	999ML James W Becker	08-09-16
546M Kenneth F Herron	03-21-17	999ML Lee Bower	04-27-17
546M John M Mccaskey	03-29-17	999ML Phyllis L Boyden	04-15-17
546M William E Rich, Sr	02-18-17	999ML Bernice G Everett	02-23-06
546M Virginia W Ward	09-09-16	999ML Beverly J Jacobs	02-28-17
555M Serge M Dubois	03-31-17	999ML Charles P Koelbl	12-17-16
555M Roland Guimond	11-26-16	999ML Robert R Pratt	03-31-17
555M Paul P Lacroix	04-04-17	999ML Elfrieda L Staples	03-25-17
555M Patrick J Lambert	03-27-17	999ML Donald L Van Winkle	03-15-17
555M Ann B Morris	12-30-16	999ML Harold D Young	04-12-17
577M Dennis R Andert	09-27-16	2289M Wilbur R Sinit	03-15-17
577M Joseph F Bauer	04-28-16	2289M James Louis Spezia	04-07-17
		2289M Rosemary A Steele	02-04-17
		2289M Robert Stewart Sutherla	09-11-16
		4535M Charles W Irvine	03-15-15

Local	Date of Death
6505M Frank V Moeller	11-19-16
6505M Ernest J Stolze	04-10-17
6505M Thomas L Trostel	11-02-16
Death Benefit Claims Paid June 2017	
1B Eleanor M Costello	05-08-17
1B Donna M Drabant	04-12-17
1B Theodore V Stenzinger	05-14-17
1C Gerald E Johnson	02-06-17
1L Richard P Allen	04-10-17
1L Sarkis Ashekian	05-22-17
1L Walter A Dagle	01-08-09
1L Ralph R Donadio	04-16-17
1L Joseph Horowitz	04-12-17
1L Khoa N Nguyen	05-22-17
1L David Tischler	04-29-17
1L Robert T Whelan	03-13-17
1L Thomas H Wilson	01-16-17
1M Edward A Bohl Jr	05-07-17
1M Hilmar O Wagner, Jr	05-10-17
2N James V Cerbone	01-28-11
2N Robert J Parker	04-26-17
3N Ruth G Crabtree	04-08-17
3N Roger N Leveille	03-19-17
3N Robert E Walsh	05-19-17
8N Stanley J Kosinski	04-22-17
14M Frank Clawell	01-13-17
14M Lawrence J Genovese	04-22-17
14M Helen J Kohler	03-28-17
14M Robert W Simmons	05-18-17
16C Jim Tom Foster	02-19-16
16N Joseph F Greider	03-30-17
17M William E Gay	05-17-17
17M Roger A Heneghan	01-09-17
17M Fred W Levin	03-24-17
17M Paul J Minich	04-05-17
17M Herman H Shipman	03-14-17
24M Robert A Frank Jr	05-05-17
24M Albert R Hanobik	04-27-17
58M Charles J Pike	11-11-15
72C Gladys Marie Keefe	05-09-17

Local	Date of Death
77P Richard W Kiser	04-23-17
77P Wayne J Reinhardt	04-30-17
77P Thomas R Sherman	04-18-17
77P Harlin H Spiegel	05-12-17
100M Murray G Fenton	07-28-15
100M Yun-Mo Kang	02-21-17
119B Angelo J Novaro	05-04-17
119B Pedro S Valencia	04-19-17
128N Wallace E Lanning	05-06-17
128N Eugene F Talbert	11-20-16
197M Myrtle C Walton	01-12-17
226M George F Ash	05-12-17
241M Gerald Richardson	11-25-16
241M Madeline E Smith	04-15-17
261M David V Scarsella	04-01-17
285M Charles O Cooley	03-29-17
285M Richard L Pratte	01-30-17
285M Thomas W Presgrave	04-05-17
406C Salvatore H Sapia	12-06-16
432M Everett E Ratta	04-30-17
455T Dean F Johnson	04-15-17
458M John J Boyne	12-16-16
458M Robert P Drdak	12-20-16
458M William J Findley	04-11-17
458M Mary R Greco	04-10-17
458M Wallace M Johnson	04-16-17
458M Arnold A Knorst	04-09-17
458M Donald J Kocurek	03-07-17
458M Chester J Koske	04-21-17
458M Ralph E Proper	03-17-17
458M Carl W Schulz, Jr	02-28-17
458M William R Sells	04-13-17
458M Donald J Soden	04-04-17
503M John C Huss, Jr	04-13-17
503M Stanley P Melville	04-06-17
508M Clifford C Bailey Jr	04-14-17
508M Arthur R Coleman, Jr	04-06-17
508M Thomas W Knepper, I	04-30-17
508M Donald E Long	05-07-17
508M William E Mistler	05-03-17
508M Theodore E Murphy, Sr	03-23-17
518M Pearl Stafford	05-04-17

Local	Date of Death
546M Jerry L Beard	03-30-17
546M James L Clark	04-13-17
546M James T Dansizen	01-17-17
546M Albert E Phillips	04-24-06
546M Robert E Ralph	05-14-17
546M Troy R Ward, Sr	04-28-17
546M Nola I Warren	04-22-17
550M Elden D Beehler	03-30-17
550M Marguerite E Staudacher	08-09-06
555M Marcel Champagne	09-22-16
555M Donald Deschenes	05-14-17
555M Denis Dubord	05-11-17
555M Robert Filion	05-23-17
555M Robert Gauthier	05-29-17
555M Carl Heckman	01-14-16
555M Jacques Lapointe	04-25-16
555M Andre Paradis	04-23-17
555M Claude Poirier	11-21-15
555M Harvey Smith	12-18-16
572T James D Courtley	04-17-17
577M Edward G Dvorak	04-15-04
577M John E Gromowski	04-05-17
577M Helen M Larson	05-08-17
577M Richard E Linehan	07-10-14
577M Jerry N Schlatter	05-23-17
612M Howard A Craig	08-29-97
625S Ada R Thomas	12-03-16
747M Gordon U Sorenson	11-18-09
761S Robert E Schroeder	11-03-14
853T Howard H Carter	04-08-17
853T Roland L'Heureux	04-24-17
853T Louis J Lauricella	02-10-17
999ML James A Gerald	10-20-16
999ML John L Luthy	05-02-17
999ML Jack L Smith	04-10-17
999ML Uthia S Taylor	12-05-07
2289M David R Jacobs	05-01-17
2289M Edwin L Witherspoon, Jr	03-30-17
6505M Charles A Erleben	02-06-16
6505M Helen P Nelson	03-28-17
6505M Richard E Newberry	11-03-16
6505M Russell L Parker	02-26-17
6505M Leo L Piper Iii	03-07-17

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 eighty-one and eighty-seven hundredths percent of the Conference’s expenditures for the year ending December 31, 2018 were for such activities. Because at least as great a proportion of district council and local union total expenditures are spent on

“chargeable” activities as are spent by the Conference, in calculating 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 2020 must be filed on or before December 31, 2019 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, 2020 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.



Free College

The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. Active or retired members and their families can earn an Associate Degree online through Eastern Gateway Community College (EGCC). Eligible family members include spouses, domestic partners, children, financial dependents and grandchildren.

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. The credits and degree you earn at EGCC are transferable to colleges all over the country.

Higher Education in just 4 steps: **1) APPLY** to Eastern Gateway. Go to unionplusfreecollege.org and select the Get Started Today button; **2) COMPLETE** the FAFSA form online: FAFSA.ed.gov (school code: 007275); **3) SUBMIT** proof of high school graduation or GED completion; **4) ENROLL** in classes. Work with an enrollment advisor to register.

Enroll anytime. Classes start every 8 weeks.



Learn more
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 **UNIONPLUS**

GCC-IBT-FC-10-07-19



Marshall Buggy



Bryanne Fillman



Paola Gonzalez



Kaitlin Jones



Nicolas Lucken



Kain Turner

Hoffa Scholars: Destined to Make a Difference

High-minded, hard-working and determined to make a contribution, this year's winners of James R. Hoffa Memorial Scholarships say they are grateful for the educational assistance and proud to be from GCC/IBT families.

"My Dad being in the union has definitely been a positive force," said Kaitlin Jones, daughter of Richard Jones of Local 235-M, Kansas City, Missouri, and winner of a \$1,000 "Bootstrap" award. "Working for the common good gets transferred to everyday life."

Kaitlin was among six GCC/IBT students awarded Hoffa scholarships. They are:

MARSHALL BUGGY, son of Michael Buggy, Local 726-S, Shamokin, Pennsylvania, intends to major in astrophysics at the University of Pennsylvania in hopes of a career with the National Aeronautics and Space Administration or in the private sector with a firm like SpaceX, a manufacturer of advanced rockets and space vehicles founded by entrepreneur Elon Musk.

At Shamokin Area High School, Marshall, 18, was on the track team for four years – two, as captain – and served as president of the chemistry club. He was a member of the National Honor Society and senior class valedictorian.

"He's always been motivated," said Michael Buggy, a press operator at National Ticket Co. in Paxinos, Pennsylvania. "We never had to push him."

Marshall, who will receive \$10,000 in Hoffa award money over his four undergraduate years, said his father and mother, Sherri, a registered nurse, emphasized high ideals consistent with those of organized labor – "the importance of workers having a say in the workplace."

His interest in space science – sparked by writers like astronomer Carl Sagan – could take Marshall to unexpected heights. Would he consider being an astronaut?

"If I could be part of exploration of Mars, that would be great."

"If I could be part of exploration of Mars, that would be great."

– MARSHALL BUGGY

BRYANNE FILLMAN, also wants to fly high. The 19-year-old stepdaughter of Jason Davis, Local 555-S, a plate room worker at Greif packaging, Grand Rapids, is in the College of Aviation at Western Michigan University and intends to be a commercial airline pilot.

"It's everything I want out of a job," she said. "I want to travel everywhere."

For Bryanne, college is nothing new. At Spring Lake High School in Spring Lake, Michigan, she also was enrolled in a program that allowed her to earn an associate's degree at Muskegon Community College.

The extra academic work did not prevent Bryanne, a member of the National Honor Society, from participating in a number of high school extracurricular activities.

She played clarinet in the marching band and was lead clarinetist in a second musical ensemble. While earning a 4.0 academic record, she ran cross-country track and served as captain of the team in her senior year. Outside class, she has a job providing child care for a single mother. "You have to work hard," said Bryanne.

Diligence has paid off. Bryanne, who won a half-dozen scholarships from a variety of contributors, said she was extremely grateful for the \$10,000 Hoffa award. "Getting the scholarship – that's huge," she said. "I really appreciate that."

"Getting the scholarship – that's huge." I really appreciate that."

–BRYANNE FILLMAN

PAOLA GONZALEZ is another outstanding student who knows the value of discipline and determination. The daughter of Rigoberto Gonzalez, Local 415-S, Chicago, Paola won a Hoffa award that will provide \$10,000 for study at Purdue University where she is considering a major in radiation therapy.

"Earning a scholarship shows all the sacrifices have been worth it because I will be able to make a name for myself," said Paola, 18. "I am very happy."

A member of the track team and Spanish Honor Society at Morton East High School in Cicero, Illinois, Paola said that, as a Mexican-American, she is especially thankful for her dad's GCC/IBT membership.

"The union is really important because it always makes sure families like mine have the equal opportunity that we deserve and work for," Paola said. "The union makes sure our rights are being protected in the work force."

Her father, lead person at PCA Chicago Specialty, a packaging and display manufacturer, said he always encouraged Paola to pursue her goals with passion. "I told her to work hard," said Rigoberto Gonzalez. "Follow your dreams."

"The union makes sure our rights are being protected in the work force."

– PAOLA GONZALEZ

KAITLIN JONES, has a commitment to social equality and is studying at Loyola University Chicago with hopes of becoming a civil rights attorney.

"I live in a community of diverse people that's helped me see things from another person's perspective," said Kaitlin. "I want to give back."

Kaitlin, 18, a \$1,000 scholarship winner, is enrolled in a five-year program at Loyola that will lead to a master's degree in sociology. Then, she said, it will be off to law school and a career of "working for the common good." Her focus on helping others is consistent with the principled objectives of organized labor, Kaitlin said, and the example provided by her father. "He's a very good role model."

In turn, her father, Richard Jones, 235-M, Kansas City, Missouri, a bookbinder at Allied Lithographing Co., applauded his daughter. She was president of the National Honor Society and Social Awareness Club at Notre Dame de Sion High School and a member of the varsity softball and basketball teams. "I think she's going places," Richard Jones said.

"Working for the common good."

– KAITLIN JONES

NICOLAS LUCKEN, son of James Lucken, Local 1-M, St. Paul, is a top performer on the baseball diamond and in the classroom. The winner of a \$1,000 Hoffa award, Nick was a standout pitcher and infielder on the Highland Park Senior High School team. He was selected most valuable player on his American Legion squad – and named all-district – while excelling at academics and earning acceptance to the National Honor Society.

His father, James Lucken, 1-M secretary-treasurer and a press operator at National Checking Co. (NCCO), said Nick has "always taken great pride in getting good grades and now is experiencing the benefits."

A freshman mechanical engineering student at the University of Minnesota Duluth, Nick, 18, says his immediate goals are to "work hard, apply all my skills and find a job that interests me." Engineering was a natural field of study. "I just like the idea of putting things I've created in motion," Nick said.

Nick's sense of purpose is not surprising. All four grandparents were hard-working union members and James Lucken said his son appreciates "the importance of belonging to a union family." From his father, Nick said, he learned the labor movement values of cooperative effort and mutual respect. "He brought that back to home."

"I just like idea of putting things I've created in motion."

– NICOLAS LUCKEN

KAIN TURNER, winner of a \$1,000 Hoffa award, is another student with high aspirations – and ideals to match. The son of Lee Turner, 16-N, Philadelphia, Kain is attending Wilkes University in Wilkes-Barre, Pennsylvania, as an electrical engineering student who intends to pursue a five-year program in bio engineering. His goal: Help develop automatic, state-of-the-art prosthetics to enhance the lives of individuals who have lost limbs.

"I wanted to develop prosthetics because it combines engineering and anatomy, subjects I'm very interested in," Kain said. "It's something I know won't get boring and I'm also able to help people while doing my job."

At Souderton Area High School in Souderton, Pennsylvania, Kain, 18, participated in student government and was captain of the lacrosse team. He continues as a defensive player on the Wilkes University team while majoring in electrical engineering and pursuing a five-year program in bio-engineering.

Kain's father, an ink jet operator at Quad Graphics Direct Marketing in Chalfont, Pennsylvania, and mother, Mary, manager of a family medical practice, say their son always demonstrated admirable discipline and sense of purpose.

"The success he has achieved is the direct result of his work ethic," said Mary Turner.

"I wanted to develop prosthetics because it combines engineering and anatomy."

– KAIN TURNER

GCC/IBT officials urge members and their college-bound children to learn more about the James R. Hoffa Memorial Scholarship Fund. For general questions, call 855-670-4787 or email: contactus@applyISTS.com. Information also is available at <http://www.jrhmsf.org/>. The application system for next year's awards will be online in early December, according to Hoffa fund administrators.