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**TOP STORY**

## Much at Stake for Labor in Fall Election

By Zachary Dowdy  
*Special to the Communicator*



THE BLEAK PORTRAIT THAT REPUBLICAN PRESIDENTIAL HOPEFUL DONALD TRUMP consistently paints of the United States is either exaggerated or misleading – or both – and raises profound questions regarding the candidate’s ability to lead the country, many GCC/IBT leaders say.

With so much on the line for organized labor, the general executive board of the Teamsters and general board of the GCC/IBT endorsed Trump’s Democratic rival, Hillary Clinton. In a statement, IBT general president James Hoffa warned that Trump “is no friend of working Americans.”

Union voters must stay informed and not be distracted by overheated campaign rhetoric suggesting the nation is on the brink of chaos, officials say. For the labor movement, and the country, the stakes are high.

As Trump’s campaign heads toward Election Day, leaders like Local 458-M president Paul Mancillas are telling members the choice in November is clear for labor: Whatever her perceived shortcomings, Hillary Clinton is the candidate who will best protect the middle class and union rights.

“Under Trump, I think you’re looking at the status quo, with big tax breaks for business,” said Mancillas, whose Chicago-area local has nearly 1,000 members in Indiana and Illinois. “He sits there and he’s very vague and doesn’t give a lot of ideas.”

Even the ideas and plans Trump has offered on some big ticket items – the economy, national security, immigration – fail miserably under expert scrutiny, labor analysts say, while Clinton’s tend to fare much better.

*continues on PAGE 9*

The Teamster general executive board and GCC/IBT general board unanimously endorsed Hillary Clinton for president and GCC/IBT president George Tedeschi hailed her as:

**READY FOR Hillary**

**“smart, prepared and a proven friend of working Americans.”**

Story on page 8.



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## No Excuses: Be Sure to Vote

This year, GCC/IBT members and their Teamster colleagues are called upon to exercise democracy’s most cherished right – voting.

In addition to national races for White House, Senate and House of Representatives, IBT members will vote for international union officials via secret ballots delivered by mail this month and returned to a post office box overseen by the Office of the Election Supervisor.

Speaking to the nation in 1944, President Franklin D. Roosevelt stressed the importance of civic participation. “Nobody will ever deprive the American people of the right to vote except the American people themselves and the only way they could do this is by not voting,” Roosevelt said. Remember FDR’s words: Vote – no excuses.



## Does a Real Leader Think Firing is Fun?

THIS HAS BEEN A PRESIDENTIAL CAMPAIGN LIKE NO OTHER.

I'm not the only one saying so.

"Never seen anything like it," said Mark Halperin, the veteran political analyst for MSNBC in an interview on the Today show.

Politics is a rough and tumble game, I understand that. Candidates always try to make their opponents look bad. Exaggeration is standard stuff – plenty of big promises and self-congratulation.



Most people are able to cut through the hype. Beyond stump speeches and off-hand remarks there is supposed to be substance if you look for it – or at least that's what we hope.

Not this time. Not in the Year of Donald Trump.

I'll be upfront. The guy really worries me. And he worries our union, too. That's

why the general executive board of the Teamsters and general board of the GCC/IBT are endorsing Hillary Clinton. As IBT general president Jim Hoffa said, Clinton "is the right candidate for the middle class."

Trump? He's wrong about almost everything.

A guy who puts his foot in his mouth twice a day wants to make America "great again?" Personally, I think it's a pretty great country now.

In terms of policy, Trump doesn't offer much more than half-baked promises to guarantee the United States is "Number One." I sometimes wonder if Trump and I live in the same country. Aren't we Number One already? Didn't we get here without Trump's help?

For union people, it gets worse. Trump and his running mate, the ultra-conservative Indiana governor Mike Pence, have embraced the way-out GOP platform – bad news, top to bottom.

Some of the stuff Republicans favor would be a knife in the back of organized labor. As the Communicator says in a story on Page 8, the GOP is looking to end card check organizing, scuttle the seniority



system, undermine the NLRB and pass a national right-to-work law. How's that for a wish list?

Though he claims to be a friend of working Americans, Trump has a spotty record. Two of the hotels bearing his name – one in Atlantic City, the other in Las Vegas – have drawn lengthy protests over fair treatment and union organizing. Contractors complain he doesn't pay. Many of his Trump brand products are made overseas.

Of course, Trump claims to be a master wheeler-dealer. He spent years "firing" people on his TV reality show, "The Apprentice," and always looks for the upper hand. His word is final.

But that's not how things work in Washington or at the big-league bargaining table.

A swaggering, self-important real estate developer who thinks he's going to bowl over the opposition is likely to go home embarrassed and empty-handed.

Bottom line:

We can't afford Donald Trump in the White House. He'd deepen the divisions in our country, be a wild card when it comes to foreign policy and push a right-wing Republican agenda that puts working people at risk.

Not everyone is crazy about Hillary Clinton. I get that. But this year, the choice is clear.

My advice: Pay attention to the presidential, senate and congressional races. Compare the candidates. Don't get distracted by side issues – the kind politicians use to unsettle the country and divide the electorate. Be a solid citizen, proud American and responsible union member. Vote. No excuses. I can't remember an election that matters more. ■

## OUTLOOK

## Pension Attack Unjust and Un-American

RETIREMENT SECURITY IS A REAL concern for Americans. At a time when many U.S. workers are struggling to make ends meet and are dependent on Wall Street returns for their nest egg, it is easy to understand why.

A recent study by Franklin Templeton Investments shows 41 percent of workers haven't even begun putting away money for retirement. Meanwhile, 70 percent said they were stressed thinking about retirement savings. Both numbers are up from the previous year.

A separate report shows 47 percent of everyday Americans are concerned they won't be able to keep up with growing costs in the coming decades, while another 11 percent described themselves as "terrified" that they won't be able to cover their essentials for living in their golden years.

The war on retirement isn't just about contributing to one's 401(k) of course. Hundreds of thousands of Teamster retirees and workers participating in the Central States Pension Fund fought for



months to stop pension cuts as high as 70 percent. While the Treasury Department sided with them, the fight is far from over.

Financial institutions have done a number on pensions. The same Wall Street banks that rake in hundreds of millions of dollars managing pension funds lobbied to reduce pension benefits for the people whose sweat created those funds. Congress did the bankers' bidding and reduced benefits, but the banks get to keep making millions on the backs of the very pensioners whose benefits were cut. That is unfair, unjust and plain un-American.

Workers should have enough money to live comfortably when they retire. All hard-working Americans should share in the American dream of living out their lives without fear of bankruptcy or poverty. But with pensions under attack, the stock market unsteady and Social Security's future uncertain, many questions remain about whether that will be a reality for millions of Americans approaching retirement age.

The federal government must take steps to guarantee that those who played by the rules and were promised retirement benefits have financial security when their working days have ended. That means strengthening Social Security and ensuring that workers get the benefits they earned from their pensions.

Retirees should get what they were promised. ■



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# EDITOR'S NOTE

FRED BRUNING MANAGING EDITOR

## As Election Nears Let's Cheer USA!

NEXT MONTH, MILLIONS OF AMERICANS WILL GO TO THE polls and exercise their solemn civic duty.

It is a stirring and solemn ritual of democracy. In all our spectacular diversity, we cast our ballots together, respect contrary opinions and assure that peace prevails. Let's hear it for the good, old USA!



As our coverage indicates, the stakes on Nov. 8 will be high for union people. Even before that, GCC/IBT members and their Teamster partners will vote by mail for IBT leaders. Make sure to send the ballot back in timely fashion. Voting is a basic responsibility of union membership.

From a national perspective, Zack Dowdy's story on Page 1 looks at the response of GCC/IBT leaders to the candidacy of Donald J. Trump, the New York billionaire who defied the odds and captured the Republican nomination.

Trump's backing of national right-to-work legislation and embrace of Republican Party platform goals that include a slew of anti-union provisions, prompt deep concern. Overall, says Dowdy, the candidate's "lack of preparedness, volatile temperament and flagrant hypocrisy are major worries" for union leaders.

To counter Trump, the GCC/IBT general board and IBT general executive board have endorsed Hillary Clinton, as we report on Page 8. Her record of fighting for the middle-class and protecting union rights have earned Clinton wide labor support.

Whatever the outcome of Election 2016, our national spirit is sure to prevail. Americans are a resilient bunch – union people, especially so.

Dawn Hobbs reports on Page 4 that former members of the Santa Barbara News-Press are marking the 10th anniversary of their fight for justice against a vindictive ownership with an undiminished call for workplace fairness. The importance of a well-informed citizenry is reflected in our new Page 10 "Press Run" feature highlighting matters of national importance – from foreign trade to income distribution.

On Page 5, we celebrate 98-year-old Frank Lee, recently awarded the French Legion of Honor for his service in Europe during World War 2. Lee, former member of what then was Local 14, Philadelphia, and first administrator of the National Pension Plan, fought with a U.S. Army engineering battalion that helped save the continent from Nazi oppression. With its award, France said it was forever grateful.

To his colleagues and friends, Frank Lee is model of strength and decency. Those were qualities also attributed to Ken Brown, former GCIU president who died recently at age 91. We pay our respects on Page 13. "He was true to his word and stuck by it," said an associate. As union members know, honor matters most. ■

### COMMENTARY



## Beware of the Billionaire Speaking for 'Little Guy'

By Thomas J. Mackell Jr.

When Donald Trump announced he was running for president of the United States, it seemed certain his candidacy would be short-lived. But the political climate is so contentious that a large cadre of citizens embraced him as a "pragmatist" who would upset the status quo and "make America great again."

They believed Trump had the answers – all the answers. That could not be further from the truth. Most of The Donald's rants are incoherent and most of his answers to the press, nonsensical. His pre-fabrications are of industrial size.

World leaders are cringing at the thought of this crass, politically incompetent and insensitive individual being the head of the free world.

The Donald comes across as a buffoon who knows nothing of the issues, cannot articulate policy and merely responds with platitudes that "everything is going to be great" or that the benefit he brings will be "huge!"

Many have come to suspect he is a marginal personality – not firmly rooted in reality.

When he brashly promised to deport 11 million Latin American immigrants and build a wall on the U.S.-Mexican border, one had to question not only his intelligence but Trump's mental state.

His suggestion that Muslims should be barred from entering the United States is equally absurd.

He has attacked women, prisoners of war, Gold Star parents. During the primaries, he humiliated opponents for their looks, size and character.

"Trumpism" is motivated by racial and cultural resentments and a following of the "hail-the-demagogue assemblage" referred to by Charles M. Blow in The New York Times. Trump's words hearken back to the "radio priest" Father Charles Coughlin who espoused anti-Semitism in the 1930s, and Senator Joseph McCarthy who, in the 1950's, labeled as a "Communist" anyone who parted from his far-right views.

He's in bed with the Chinese when it comes to real estate deals but at the same time blames Beijing for stealing American jobs because of trade agreements. Where is his moral fiber?

Trump has taken away pensions and health care benefits from his hotel employees and is espousing a national "Right to Work" law that would eliminate unions and their right to collectively bargain.

He claims to speak for the little guy, but is continuously telling us how rich he is. He wants to lower taxes for the wealthy and fudges on his failed businesses.

Yet, as a media-savvy tycoon, Trump has managed – remarkably – to become the Republican nominee for president. If I didn't see it with my own eyes, I would claim that this is the greatest piece of fiction ever written.

Can a majority of Americans be so misinformed that they would vote for a reality show sham-artist who is more apt to sell them a bridge in Brooklyn before making good on one of his outlandish promises?

Come on, people. Take a stand.

Let's make sure Trump's latest reality TV show – the one in which an overstuffed real estate billionaire pretends to be a legitimate presidential candidate – is a one-season wonder. Let's make sure his ratings are so disastrous on Election Day that he's canceled permanently as a public figure. Let's switch channels, beat down the bully and watch Donald Trump fade away. ■

*Thomas J. Mackell Jr., special advisor to the international president of the International Longshoremen's Association, AFL-CIO, is former chairman of the Federal Reserve Bank of Richmond and author of, "When the Good Pensions Go Away: Why America Needs a New Deal for Pension and Health Care Reform."*

### ANOTHER TRY AT PUMPING UP OLD TRICKLE-DOWN IDEAS

Donald Trump a populist? He must be kidding, says Larry Mishel, president of the non-profit Economic Policy Institute.

Trump's ideas are a familiar mix of discredited Republican trickle-down prescriptions that have favored the rich and left working-class Americans scrambling to survive for more than a generation, Mishel warned.

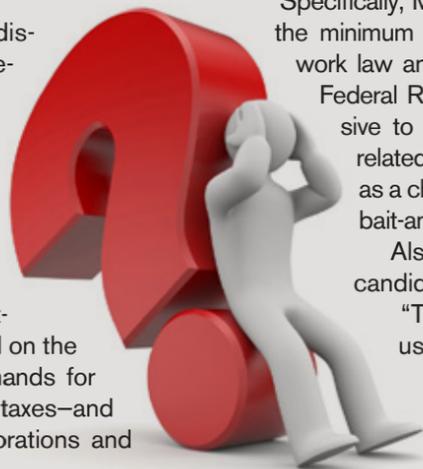
"Donald Trump fashions himself a populist fighting the elite and says he wants to 'bring our jobs back'," Mishel said in an email to EPI supporters. "Yet his policy agenda is centered on the (U.S.) Chamber of Commerce's demands for less regulation and lower corporate taxes—and neglects to challenge how big corporations and

the wealthy have shaped policies to undercut middle-class wage growth over the last four decades."

Specifically, Mishel said, Trump opposes a hike in the minimum wage, endorses a national right-to-work law and has been silent on calls to make Federal Reserve regional banks more responsive to workers' needs and general issues related to full employment. Casting himself as a champion of the middle class is "an old bait-and-switch tactic," Mishel said.

Also alarming is the GOP presidential candidate's divisive rhetoric.

"Trump's bigotry seeks to divide us by race, ethnicity and religion," Mishel said. "That's not a path that leads to shared prosperity for all."







Frank Lee said he was 'pleased and proud' to accept medal from Jean-Marc Todeschini, the French minister of state for veterans and remembrance.



# War Long Over, France Honors a U.S. 'Hero'

By Fred Bruning  
Graphic Communicator

**O**n June 27, 1944, Frank Lee, a soldier from Louisiana bayou country who had just turned 26, waded ashore at Utah Beach with the U.S. Army's 51st Engineer Combat Battalion.

Allied forces had landed on the French coast three weeks earlier – D-Day, June 6 – to launch a campaign that would liberate Europe from Nazi control. Now Lee and his Army unit, delayed for nine days at sea because of bad weather, were about to join the struggle.

The contribution of America's fighting forces during World War 2 often has been hailed at home and abroad – a chorus of cheers for the stalwart young men like Frank Lee who helped save a continent, and, perhaps, the world, from tyranny.

In the eyes of a grateful public, each is worthy of gratitude – even if recognition comes decades later as it did this year for Lee at the French Embassy in Washington.

Lee, 98, a former lithographer, member of Local 14, Philadelphia, and union pension fund administrator, was awarded a Legion of Honor medal – the highest commendation France bestows on non-citizens – in a solemn ceremony of gratitude.

The moment was precious and worth waiting for, Lee said. "It's hard to put in words," said Lee, who lives in Chesapeake City, Maryland. "I was pleased and proud."

France began its Legion of Honor program in 2004 and so far decorated 10,000 World War 2 veterans. Nominating Lee for the medal was Bobby Wingate, of New Castle, Delaware, a veterans' advocate who served as a paratrooper in the 1970s with the Army's 82nd Airborne Division.

"I put a package together for the French embassy in July, 2015," said Wingate, who insists the bravery and sacrifices of World War 2 vets must "never be forgotten." Frank Lee, he said, "is an American hero."

The French government agreed and on June 21 cited Lee and 10 other U.S. veterans who had served in the European campaign – two posthumously.

It was nearly 62 years from the day Lee and the men of the 51st climbed down the sides of a Liberty ship on rope ladders and onto landing craft. When Lee's unit arrived on shore, there was no resistance. But, recalled Lee, "We could hear the small arms fire. The Germans weren't very far inland."

The battalion went to work. Troops built bridges and roads, ran sawmills and cleared fields of booby traps. They moved through Belgium and Luxembourg and survived the fierce German offensive at the Battle of the Bulge.

Though an engineering unit, the 51st saw its share of action. Lee was the battalion mail clerk but carried a weapon and used it on more than one occasion. "We were involved in skirmishes lots of times," said Lee. Under fire, the men bridged the Danube south of Munich. At the Rhine River, German soldiers bombed and strafed the Americans working on another span. Did the bridge get built? "Hell, yes," said Lee. "In less than 24 hours."

Whatever Lee and the 51st had seen in war could not prepare them for what was ahead. In late April, 1945, the engineers reached Dachau as Allies were liberating the notorious forced labor camp where thousands of Jews and others perished.

The scene was terrible. "Corpses were stacked like firewood –in rooms and boxcars," Lee said. Survivors were emaciated and on the verge of starvation. The stench of decay was everywhere. "Every once in a while, it still comes back," said Lee.

Lee escaped the war without injury – "God was good to me," he says – and was discharged in November, 1945. He returned to Louisiana and a job in the printing office of the U.S. Army Corps of Engineers, New Orleans.

He was a southern fellow, no doubt – Lee once had worked on a Mississippi River tow boat and when away from home carried a bottle of Crystal hot sauce to spice up his food – and had strong roots in the area.

But before shipping out from Fort Dix in New Jersey, Lee met a local girl named Nancy



Moving through Europe, Lee and the 51st Engineer Combat Battalion were 'in skirmishes lots of times.'

Jacobs at a USO dance. The two kept in touch during the war and romance was in the works. When he got home, Lee wasted no time.

He proposed to Nancy and asked her to take a train with him to Louisiana.. Nancy stayed two weeks and met Lee's family. Then he "put her on a train to New Jersey so she could make up her mind." It didn't take long. "I was it," he said.

The couple was married on April 27, 1946, had three children and were together until Nancy Lee died three years ago at age 87. They first made a home in Westmont, New Jersey – Nancy's hometown – and later moved to the New York suburbs and Annapolis, Maryland, as demanded by Frank Lee's pension job.

Settling into family life, Lee went to work in the Philadelphia print industry.

He joined the bookbinders' union in 1946 and when he found a job as a lithographic cameraman at the Todd Company, transferred to Local 14 – now Local 14-M – of the Amalgamated Lithographers of America. The ALA merged with the International Photo Engravers Union in 1964 to form the Lithographers and Photoengravers International Union (LPIU), a distant forerunner of the GCC/IBT.

Earlier in life, Lee said, he had been strongly anti-union. Many in the south were antagonistic toward organized labor and he went along with the popular view. "To me, growing up, 'union' was a dirty word." Big money interests spent millions to portray union people as "thugs and outlaws," he said, and portray labor as corrupt.

Experience quickly taught Lee otherwise. He found union people strong, decent and supportive, he said. "I went to meetings and the more I saw the more I liked. I learned that what I had been raised to believe was wrong. The union was the most democratic organization I ever belonged to."

Lee became active in the local. He served as secretary-treasurer and took part in contract negotiations. "He was as good as any of us," recalled Elwood "Woody" Freeman, a retired Local 14 executive board member who also served on negotiating committees. Lee was cordial, dedicated and diligent, said Freeman, father of Kurt Freeman, president of Local 14-M. "He always went above and beyond – a great guy and you wouldn't find anyone nicer."

Skilled as a financial officer and contract negotiator, Lee applied to become first administrator of the Supplemental Retirement and Disability Pension Fund, now the National Pension Fund. He was competing with applicants more highly educated – Lee has a high school diploma – but his ability, quick intelligence and union allegiance proved decisive.

He got the job, started in 1969 and remained at his post until retirement in 1980.

"He was very efficient with the pension fund," said Andy Douglas, former Local 14-M president and retired chairman of the Inter-Local Pension Fund. "He took on a big job and nobody knew where it was going to go."

Taking on tough work was nothing new for a World War 2 veteran who had fought to save a continent from Nazi oppression. On the second day of summer this year, the French government assured Lee's service will never be forgotten.

For the embassy event, Lee and four friends – Bobby Wingate, Julie Graham, a team leader at the Elkton (Maryland) Vet Center, and neighbors Al and Cheryl Klerlein – drove to Washington, D.C. The ceremony was memorable, said Klerlein, a Vietnam veteran, who served in the 82nd and 101st Airborne Divisions.. "It was really an emotional thing," he said. "Long overdue." Added Graham: "It was very touching. I was honored he asked me to attend."

Frank Lee was dressed in a khaki shirt and slacks – he wanted to look like a soldier – and an "overseas" cap with red piping Wingate found in a military shop. Jean-Marc Todeschini, the French minister of state for veterans and remembrance, pinned the medal on Lee.

A choral group sang "The Star Spangled Banner." Lee, who gets around with a cane and sometimes a walker, pushed on the arms of his chair and stood at attention. The choir paid tribute to America. Frank Lee saluted. ■

## For Union Members, Duty Calls on Nov. 8

Time to decide.

Next month, Americans go to the polls.

Rarely has a choice of elected leaders – House, Senate, Presidency – been more important or policy differences so profound.

The general executive board of the Teamsters and general board of the GCC/IBT recognized the stark contrast when endorsing Democratic candidate Hillary Clinton for president.

As GCC/IBT President George Tedeschi said in his “As I See It” on Page 2, Donald Trump, the Republican nominee is a risky, divisive billionaire who cares mostly about himself.

“We can’t afford Donald Trump in the White House,” Tedeschi said.

Trump has been his own worst enemy, dismissing opponents harshly and badly misstating the facts. Clinton has been demonized by Republican opponents for years. But her long record on worker rights and equal opportunity leaves no doubt where Clinton places her priorities. “She will stand strong for the workers of America...” said IBT general president James Hoffa.

From the point of view of organized labor, the candidates – and their parties – are miles apart.

Trump has a worrisome history as a real estate developer who uses bankruptcy laws to great advantage, often refuses to pay contractors agreed-upon prices and, early in his career, joined his father, Fred Trump, in turning away minority New Yorkers seeking apartments at Trump properties.

That practice drew a federal lawsuit in 1973. “...the government amassed overwhelming evidence that the company had a policy of discriminating against blacks, including those serving in the military,” reported Nicholas Kristof in a New York Times column. Kristof reported that the Trumps settled the case but, three years later, were sued again “for continuing to discriminate.”

As a candidate during the primary season, Trump stirred followers with caustic remarks about Mexican immigrants and vowed to keep Muslims out of the country, a stance he since has softened to appeal to a broader constituency in the general election. Worth recalling, too, is that a few years ago Trump became the face of the so-called “birther” movement by claiming, falsely, President Barack Obama was not American-born.

None of this has stopped top Republican leaders like House Speaker Paul Ryan from endorsing Trump. You have to ask: What does it take for the GOP to “just say ‘no?’”

Teamster members should be especially aggrieved by Trump’s record. Our union has been a leader in the movement to guarantee minority rights. The IBT was a pioneer in opening union membership to women. Union leaders marched with Martin Luther King. Teamster gatherings like this year’s general convention in Las Vegas are celebrations of diversity. In our ranks, all are welcome.

What about the Republican platform statements on organized labor – wholeheartedly endorsed by Trump – as compared to the Democratic outlook?

An examination of the party agendas is instructive. Take a look at the brief rundown on Page 8. It is essential reading. Republican goals amount to an anti-worker wish list. The party wants a national right-to-work law, an end to the seniority system, fewer rights for public sector union members and a ban on card check organizing.

Democrats, and Clinton, oppose the GOP on every point. The candidate, herself, leaves no doubt that she considers unions – and their members – indispensable. “If we want to get serious about raising incomes, we have to get serious about supporting union workers,” she says.

November 8 is just around the corner. As citizens and GCC/IBT members, duty calls. Study the facts. Get out and vote. Choose carefully. The future is on the line. ■



CREDIT

## Point of View BY SAM PIZZIGATI

# Time for U.S. Public to Rein In Runaway Pay for Wealthy Execs

Does anyone really need two mansions in the Hamptons, Wall Street’s favorite summertime watering hole?

Lloyd Blankfein, the CEO at banking giant Goldman Sachs, recently sold his first Hamptons house, a seven-bedroom affair that he bought in 1995 for \$13 million. From now on, he’ll have to make do with his other Hamptons estate, a 7.5-acre spread that set him back \$32 million in 2012.

A good many shareholders at Goldman Sachs would like to see billionaire Blankfein making do with less – much less – in his paycheck, as well.

At Goldman’s annual meeting, the board of directors asked shareholders to vote on a non-binding advisory proposal to reduce Blankfein’s annual compensation by \$1 million, down to \$23 million.

More than a third of Goldman’s shareholders voted their “no.” They wanted a bigger cut.

Poor Blankfein may feel he’s getting picked on. He shouldn’t. He has company. We’re now witnessing worldwide shareholder angst over executive pay excess.

An executive pay plan at Germany’s Deutsche Bank was rejected in an “advisory” vote similar to the one at Goldman Sachs. In France, government officials – upset about runaway executive pay – are threatening legislation that makes advisory shareholder votes binding.

Shareholders in the United Kingdom are voting down pay packages at a record rate. And in the U.K., shareholder pay votes actually matter. Since 2013, shareholders have had the power to take binding votes on executive pay.

But here’s the big question: Why are we relying on shareholders to fix executive pay?

Executive pay decisions inside corporate boardrooms have an enormous impact in the outside world. Outrageous pay gives top executives an incentive to behave outrageously.

To hit the pay jackpot, they’ll do most anything. They’ll outsource and downsize and make all sorts of reckless decisions that pump



up the short-term corporate bottom line at the expense of long-term prosperity and stability

Only the public can protect the public interest, and this public interest – in matters of corporate executive compensation – demands that we start setting limits on top executive pay. And we actually appear, as a nation, to be moving in that direction.

Last summer, after five years of corporate resistance, the federal agency with watchdog responsibility over Wall Street finally promulgated new regulations that require corporations to annually disclose the ratio between the pay of their top execs and most typical workers.

The first of these disclosures will start appearing early in 2018. We’ll know then, for the first time ever, exactly which companies are contributing the most to our rising inequality.

Last year, CEOs in the United States averaged 335 times what their workers earned. In other words, the average CEO virtually earned in a day what the average worker earned in a year.

Shareholders can’t change that. The rest of us can. ■

Sam Pizzigati co-edits *Inequality.org* and its online newsletter, *Too Much*, a project of the Institute for Policy Studies.

# Phony Rhetoric of Right

It has always amazed me how the very rich and their political allies have succeeded in convincing workers to vote against their own economic self-interest.

Time after time, ordinary Americans have been divided by false fears concerning race and social issues while dreaming that they one day might be wealthy, too – that they'll be able to run with the big bucks crowd.

In this election cycle, you have to really be careful not to fall for the phony rhetoric of the right.

Democrats haven't been perfect, far from it, but they didn't make the economic mess of the last decade. That happened as a result of GOP greed and allegiance to fat cat benefactors – some of the most conservative forces in American life.

The market collapse doesn't need to be rehashed here. But keep in mind that the original stimulus package – so often demonized by the right – was passed under George W. Bush. President Obama's recovery plan added to it and even Republican economists say the White House initiative saved millions of jobs.

Yet you would think that the world is coming to an end because we have a huge federal deficit.

But basic Keynesian economics – formulated by the widely regarded 20th Century British thinker John Maynard Keynes – which have informed policy since the Great Depression prove that government deficits stimulate the economy.

For the slow comeback from recession, Republicans deserve blame.

They blocked unemployment benefits for 2.5 million workers for months and stymied legislation that would have helped small businesses by claiming it would increase the deficit. Not to be overlooked, are the wars in Afghanistan and Iraq launched by President Bush – military adventures of high cost and questionable value.

How hypocritical are Republicans?

Now the GOP says tax cuts for the rich, which expire this year, must be renewed even though top economists like former Federal Reserve Board Chairman Alan Greenspan said such breaks never pay for themselves and add to the deficit.

On the far-right flank of the GOP, Tea Party zealots insist that government “stay out of our lives” while at the same time hoisting signs at rallies that demand “Keep your hands off my Medicare.”

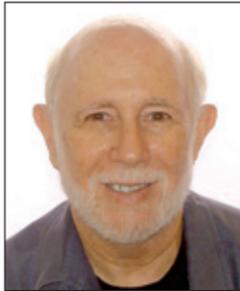
Is government affecting our lives?

Damn right – and we should be thankful for it.

This Administration finally passed health care reform that will cover our kids and grandkids, backed a financial reform package that will help prevent another collapse and created a consumer financial protection agency.

Republicans say they will undo all those reforms if they control Congress and the White House.

Their intentions are clear. On Nov. 8, it's your turn. ■



ELECTION EDITION

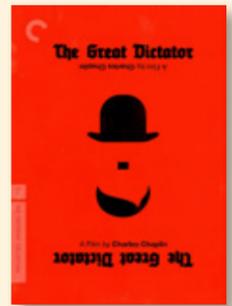
# All the Best

Video

**The Great Dictator**

Charlie Chaplin, director

The pantheon of political movies is crowded with superb works – from “All the King's Men” to “Dr. Strangelove” – but given this remarkable election season and the Republican presidential nominee no film seems more worthy of another look than Charlie Chaplin's 1940 classic, “The Great Dictator.” Chaplin's dissembling of a deluded, thin-skinned, egomaniacal autocrat is loaded with laughs but delivers a warning as fresh as today's headlines: Yes, it can happen here. *The Criterion Collection*, \$26.39 (Blu-ray), \$19.89 (DVD), Amazon.com

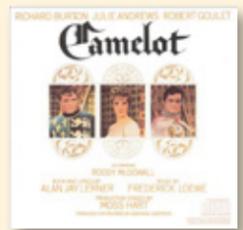


Music

**Camelot**

Cast recording, remastered

Where is Sir Lancelot when we need him most? The ageless 1960 Broadway musical set in the days of King Arthur's Court serves as sweet reminder of the gallantry and high purpose too often lost in modern political battle. The cast recording – featuring Richard Burton as Arthur, Julie Andrews as Queen Guenevere and Robert Goulet as Lancelot – was a favorite of John F. Kennedy whose short term as president remains for many a kind of “Camelot” – mythical, soon over, long remembered. *Columbia Broadway Masterworks*, \$6.99, Amazon.com

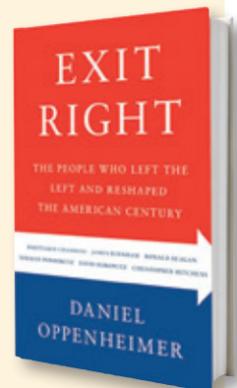


Print

**Exit Right**

Daniel Oppenheimer

Labor leaders often note the irony: Union contracts provide such good incomes that many in the rank-and-file forget their political heritage and align themselves with the party of the rich. Union members aren't the only ones to stray. In this book, Daniel Oppenheimer, director of strategic communications at the University of Texas, traces the right-wing conversion of six famous people – Ronald Reagan, among them. Reagan's story is a cautionary tale. The former liberal Democrat and Hollywood labor activist made some money, lurched right, became U.S. president and turned anti-union. On Election Day, remember where you came from. Don't wander off. *Simon & Schuster*, \$16.84, Amazon.com



Internet

**talkingpointsmemo.com**

You don't have to be a political junkie to know this election year borders on the unbelievable. The first woman nominated for the presidency by a major party is facing a self-proclaimed billionaire who claims he is the “only” one to set the country straight but rarely explains how he'll succeed or what exactly he has in mind. To keep pace, Americans will need all the help they can get. Talking Points Memo is a hip and helpful aid to understanding what, at times, seems inexplicable. A few minutes of TV news won't do the trick this year. Take a daily dose of TPM.



# Guest Spot

BY FRANK RAK

# Polar Opposite Politics

The Washington Post recently ran an opinion piece by Joseph McMartin, a professor of history, under the headline, “This Election Could Decide the Fate of American Labor – and That's the Problem.”

In this polarized era of American politics the ideological differences between the two major political parties have widened considerably – on unions and just about everything else.

Hillary Clinton is running for president on the most progressive platform in the history of the Democratic party – \$15 minimum wage, expanded Social Security, tuition-free education for eligible college students – and issued a strong statement on workers' rights.

“I've always believed that when unions are strong, families are strong and America is strong,” said Clinton, who is endorsed by the GCC/IBT general board and general executive board of the Teamsters. “That is not a slogan for me. That is a statement of fact.”

On the other hand, the Republican Party, and its candidate, Donald Trump, propose a fierce anti-labor agenda that includes a national right-to-work law and scuttling the seniority system.

Trump long has had an uneasy relationship with unions. For months, workers at his Las Vegas hotel have been demonstrating for fair treatment. Same at an Atlantic City property that bears the Trump name.

Trump should worry all of us – and not just because of labor issues. Can you imagine this person dealing with matters of war and peace? Even

influential Republicans have doubts.

Earlier in the campaign, 50 GOP national security experts signed a letter proclaiming that Trump “lacks the character, values and experience” to be President and “would put at risk our country's national security and well-being.”

These are serious times and we face serious issues as a nation.

The choice we have in next month's election is between Clinton, who has been described by labor leaders as a valuable and steadfast ally who will protect American workers, and Donald Trump, a charlatan who has a record of bankruptcy, unpaid bills and anti-union corporate policies.

Let us not be distracted by peripheral issues often used by conservative forces to divide working people. Let's make sure we stay focused on important matters – like jobs, pay, union protection – vital to survival of the middle class.

One of the grand old anthems of the labor movement proudly shouted out: “There are no neutrals anywhere, which side are you on?” On Nov. 8, make sure to support the candidate who supports hard-working Americans. Whose side are you on? ■

Frank Rak, a retired member of Local 3-N, Boston, served for 18 years as recording secretary of the North American Newspaper Conference and is an avid news consumer and union advocate.



# Union Backs Hillary Clinton, 'A Proven Friend'

*GCC/IBT president George Tedeschi said Clinton would give labor 'an ally in the White House' and IBT leader James Hoffa said the Democratic candidate would 'reject job-killing trade deals.'*



HILLARY FOR AMERICA/FICKR

By Fred Bruning  
Graphic Communicator

**W**ith a solid record of protecting the middle class and supporting union rights, Hillary Clinton earned the endorsement of the GCC/IBT general board and Teamsters general executive board as organized labor consolidated around the Democratic candidate in hopes of defeating GOP presidential nominee Donald Trump and the Republican anti-union agenda.

"Hillary Clinton is smart, prepared and a proven friend of working Americans," said GCC/IBT president George Tedeschi. "If she is elected we will have an ally in the White House. With Donald Trump, we would have just the opposite."

IBT General President James Hoffa said Trump represents a threat to economic security and would jeopardize the U.S. employment market. The billionaire Manhattan business executive has a "long track record of shipping jobs out of the country," Hoffa said.

Union leaders have pointed out that many of Trump's name brand products are made overseas and that employees at Trump-named hotels in Atlantic City and Las Vegas have been protesting management policies.

Hoffa also questioned Trump's ability to "govern responsibly" and hailed Clinton as "the right candidate for the middle class and working men and women across the country." He predicted that Clinton would "reject job-killing trade deals, enforce labor laws" and protect pension rights.

Tedeschi said that a nationwide survey by the IBT of local leaders – including those serving the GCC/IBT – showed "overwhelming" support for Clinton and clear rejection of Trump. "This is very much an endorsement that reflects the will of our locals around the country. We are unified and determined to help Hillary Clinton become the next president."

The GCC/IBT and Teamsters joined a number of major labor organizations in supporting the Clinton candidacy.

Also backing Clinton are the National Education Association (NEA), the Service Employees International Union (SEIU), the American Federation of States, County and Municipal Employees (AFSCME), and the AFL-CIO.

Lee Saunders, AFSCME president and chair of the AFL-CIO's political committee drew a sharp contrast between Clinton and Trump.

"This election offers a stark choice between an unstoppable champion for working families and an unstable charlatan who made his fortune scamming them," Saunders said.

Any credibility Trump might have had with organized labor was lost when the candidate embraced a Republican Party platform that includes an attack on the seniority system and a call for a national right-to-work law.

"The Republican agenda is astonishing, to say the least," said Tedeschi. "Destroying the union movement is clearly the GOP's aim and Trump has bought into that right-wing crusade. We can't let this man near the White House."

Clinton showed her commitment to vital worker issues earlier this year when she backed a U.S. Justice Department decision to reject a proposal by the Central States Pension Fund to slash the pensions of hundreds of thousands of current and former Teamsters by as much as 70 percent. At the time, Hoffa said such "massive cuts" would "destroy" many lives.

Adding to Clinton's credibility, too, was her decision to reverse a stand supporting the proposed Trans-Pacific Partnership trade pact that labor leaders say will kill American jobs.

When serving as secretary of state in the Obama administration, Clinton said she hoped the TPP "would be the gold standard" of trade pacts but when details of the agreement emerged last year, Clinton, no longer in office, found "it didn't meet my standards."

Tedeschi said Clinton's TPP decision showed a candidate willing to reassess and come to different conclusions as facts demand. "We need that sort of person running the country," he said.

## PLATFORMS REVEAL DRAMATIC DIFFERENCES ON LABOR ISSUES

*Party platforms often do not translate into policy. But the statements, pounded out before the start of national conventions, provide a clear idea of political philosophy and legislative priorities.*

*On matters of workplace rights and union protection, the outlook of Democrats and Republicans are starkly different.*

*The Democratic agenda reflects a long history of support for organized labor and*

### **Democratic platform objectives:**

- ★ Preserve card check organizing.
- ★ Support binding arbitration on first-time contracts.
- ★ Oppose right-to-work laws.
- ★ Safeguard the seniority system.
- ★ Defend the new "overtime rule" guaranteeing fair pay for hours worked.
- ★ Resist efforts to undercut public sector unions.
- ★ Fight for laws allowing certification if a majority sign union authorization cards.

*recognition that a "major factor in the 40-year decline in the middle class" is that unions have been "under attack."*

*Republican goals – as stated by the party and presidential nominee Donald Trump and his running mate, Mike Pence – are so anti-worker that the respected online publication NH Labor News warned in a headline: "Trump and Pence's Union Busting is Nailed into the GOP Presidential Platform."*

### **The Republican platform includes:**

- ★ An end to card check union organizing.
- ★ Backing laws that undercut the seniority system and privileges.
- ★ A national right-to-work law.
- ★ Support for governors who clamp down union rights of public employees.
- ★ Ending the prevailing wage requirement on public works projects.
- ★ Congressional review of "unionization of the federal workforce."
- ★ Revisit laws that "delegate too much authority" to agencies like the NLRB.

# Fall Election

## 'Trump offers very little'

A recent study of Trump's economic plan by Moody's Analytics found that his policies likely would lead to the loss of 3.5 million jobs, a hike in unemployment to 7 percent and a drop in housing values. In regard to employment, Moody's found, on the other hand, that Clinton's economic plan would create 10 million jobs over the course of her presidency.

Labor leaders say the Moody's report is further evidence that, despite his populist appeal, Trump would not serve the best interests of middle-class Americans.

"Let's be honest here," said GCC/IBT President George Tedeschi. "Donald Trump offers working people very little. He is advancing a discredited Republican economic plan while claiming that the country is failing and that he, alone, can fix it. This is dangerous talk in a democracy. We are voting for president, not dictator. Stay focused during the campaign and make your vote count on election Day."

With only weeks remaining before voters head to the polls, a number of prominent Republicans also have rejected Trump – some even saying they will vote for Clinton.

U.S. Rep. Richard Hanna, a moderate Republican from New York, called Trump a "national embarrassment" and 50 former GOP national security experts wrote an open letter saying Trump lacks the temperament to lead the country and that his policies would "put at risk our country's national security and well-being."

Trump's lack of preparedness, volatile temperament and flagrant hypocrisy are major worries for many.

Chris Lang, president of Pittsburgh-based GCC/IBT Local 24-M said many products bearing the Trump brand – neckties, shirts and suits, among them – are manufactured overseas despite the candidate's frequent claim that he will be the friend of American workers and bring jobs back to the United States.

"The problem with Trump is that he professes one thing and does exactly the opposite," said Lang. "Everything he says he's flip-flopped on."

To Joe Inemer, president of Local 16-N, Philadelphia, Trump is unqualified – and dangerous.

"This guy could put us to war at a moment's notice," said Inemer, who is also vice president of District Council 9 and president of the North American Newspaper Conference.

Inemer sees Trump's erratic and divisive campaign as an alarming indicator of how the Manhattan real estate developer and TV show celebrity – and his team of big business advisors – would run the country.



"He attracts the worst in people," Inemer said. "If you're pro-union you don't want this man in office. He's bad for unions. Any guy who votes for him is not a friend of labor."

Trump's anti-union record, and choice of right-to-work Indiana governor Mike Pence as a running mate, should motivate union voters – and not just in the Presidential contest.

A big loss by Trump at the top of the ticket could deliver the Senate back to labor-friendly Democrats and cut the GOP's majority in the House of Representatives.

"This is the chance to regain what unions have lost," said Inemer, referring to the rollback of union protections by Congressional Republicans.

Echoing Inemer, Mancillas and

Lang was Iowa-based GCC/IBT member and political activist Mark Cooper, who said Trump cynically misrepresents the economic achievements of President Barack Obama who – despite GOP obstructionism – pulled the country out of a historic recession.

"He's creating this atmosphere of fear, mostly fear of his fellow man," Cooper noting a provocative speech by Trump in Wisconsin attended by anti-labor Governor Scott Walker.

Cooper said Trump's public remarks are consistently long on inflammatory rhetoric and short on specifics.

"He doesn't talk about what he's going to do," said Cooper, who is a member of GCC/IBT Local 727-S in Des Moines, Iowa and president of the South Central Iowa Federation of Labor.

Cooper and other union leaders say Trump is no ally of organized labor and likely will advance an extreme GOP agenda – including a national right-to-work law and discredited "trickle-down" economic theories that benefit the highest-earning Americans.

"We need to pay close attention to how he has dealt with unions with regard to his own corporations and his stance on the minimum wage," which Trump says should not be increased, Cooper said. "His record is documented and clear on how he treats places that try to unionize and that have unions."

GCC/IBT president Tedeschi said the evidence is overwhelming. "Donald Trump has shown consistently that he cares most about himself, not working Americans," Tedeschi said. "He has proven during the campaign that he is well-suited for reality TV – but not the White House. On Nov. 8, do what's best for yourself and your family – and for our country." ■

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

## PERFECT GOP RUNNING MATE, PENCE IS BAD NEWS FOR UNIONS

If he was looking for a relentless, anti-union running mate, Donald Trump found the perfect partner in Mike Pence, political analysts and union leaders say.

As the Republican governor of Indiana, Pence has backed right-to-work legislation, fought against hikes to the minimum wage and repealed legislation requiring that workers be paid according to prevailing local standards.

He also is an enthusiastic backer of the Trans-Pacific Partnership trade deal, which has been denounced by the Teamsters and other labor organizations.

"... Mike Pence is a prototypical Koch brothers Republican who has followed conservatives' anti-worker, anti-union political playbook to a tee," said a story in The American Prospect magazine.

GCC/IBT President George Tedeschi warned that the Trump-Pence ticket poses a clear threat to organized labor. "Trump has tried to block union organizing at his hotel properties and Pence is a Tea Party ideologue who undercut workers' rights at every opportunity," Tedeschi said. "We cannot allow these people to run the country."

Similar worries were expressed by unionists in Indiana where Pence intended to run for re-election before Trump offered a spot on the Republican ticket.

Garry Foreman, a GCC/IBT general board member and president of Local 17-M Indianapolis, said Pence has a regrettable record not only on union matters but other issues of importance to working people.

"He is anti-union and brags that Indiana's right-to-work laws create jobs when we've had a job loss," Foreman said.

In addition, Foreman noted, Pence has weakened public education by funneling money to a private school voucher program and jeopardized the state's economy by signing legislation allowing businesses to discriminate against lesbian, bisexual and transgender people. The law, widely condemned by corporations, civic organizations and political leaders, was revised when it became clear Indiana was apt to lose considerable revenue due to boycotts and cancellations.

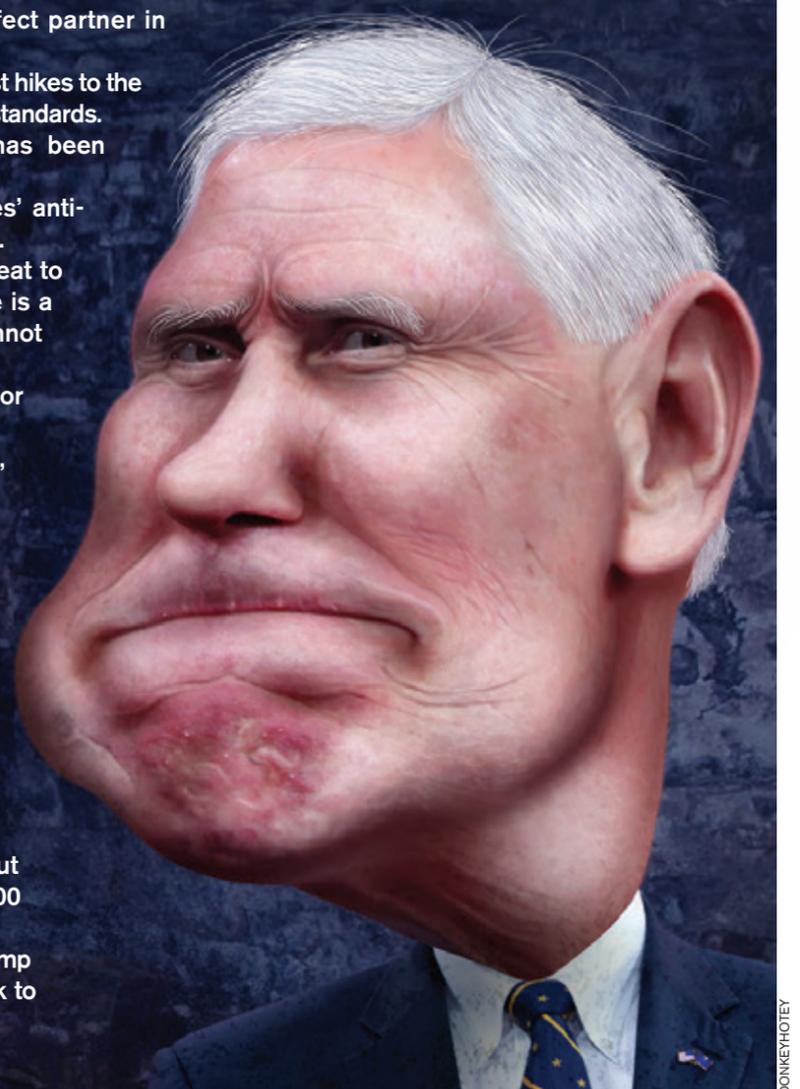
Foreman urged union people to reject the GOP's anti-labor ticket in fall elections.

"We cannot have Donald Trump and Mike Pence sitting in the White House," he said.

Also sounding an alarm was Brett Voorhies, president of the Indiana state AFL-CIO.

"Mike Pence has waged repeated attacks on working [people] as governor and will without a doubt continue the attacks alongside his anti-worker running mate Donald Trump who is 100 percent right to work," Voorhies said in a statement.

The labor leader said Pence was "running away from the people of Indiana and into the arms" of Trump and added: "Though it is a relief to see Pence exit the governor's race in Indiana, we still must work to defeat him in November from becoming the next vice president of the United States."



DonkeyHotey 2016

# GOP House Group Sides with Labor: No TPP

In a rare show of solidarity with union policy, six Republican legislators have asked the White House to refrain from pushing for Congressional approval of the controversial Trans-Pacific Partnership (TPP) trade pact during the lame duck session following next month's Presidential election.

"We urge you not to send TPP implementing legislation to Congress in 2016," the House members said in a letter to President Barack Obama. Signing the appeal were Michigan representatives Candice Miller and Dave Trott, Bill Shuster and Tim Murphy of Pennsylvania, Ed Whitfield of Kentucky and Ted Yoho of Florida.

The Teamsters and several other organized labor groups reject the 12-nation Pacific Rim proposal on the grounds that it will threaten American jobs, lacks adequate environmental and food safety standards and leaves the U.S. government exposed to lawsuits by foreign corporations.

"Congress can't let this happen," said IBT general president James Hoffa in a column published in the Detroit News.



GCC/IBT president George Tedeschi characterized TPP as a "bad deal for American workers who are still struggling to recover from the recession." Tedeschi added: "The last thing we need at this point is an international agreement that puts more pressure on middle-class families."

TPP is opposed by Democratic presidential nominee Hillary Clinton, who once supported the deal, and her running mate Sen. Tim Kaine of Virginia. House minority leader Nancy Pelosi also is part of what Hoffa called a "growing bipartisan coalition of law-makers" against the agreement.

The six Republicans who wrote to Obama said passage of TPP this year would amount to "an end-run around the American people immediately following an election."

Despite opposition by many Democratic leaders and some of the party's most loyal constituencies – organized labor, included – Obama remains committed to TPP passage and said the issue had become a "political football." The President predicts Congress will approve the agreement before he leaves office in January.

## Drivers be Cautious, Left Turns Are Risky

This is not political advice: Be careful turning left.

Research shows that making a left-hand turn is among the most dangerous maneuvers for motorists.

Drivers are faced with a number of factors. Traffic lanes must be clear enough to enter. Pedestrians must not be endangered. The impatient guy honking in the car behind must be ignored if making the turn seems too risky.

"Left-hand turns are especially risky because you're attempting to drive across oncoming traffic," notes the American Automobile Association (AAA). "If your judgment is off or your visibility is compromised, making a left-hand turn that isn't controlled by a traffic arrow may be dangerous."

Government statistics show that 53.1 percent of crossing-path crashes involve left turns but only 5.7 percent involve right turns, according to the Washington Post. And, the Post said, New York City officials have found that left-hand turns were three times as likely to cause fatal pedestrian accidents than right-hand turns.



Here are left-turn safety tips from the AAA:

- Yield the right of way to other traffic.
- Signal for the left-hand turn at least 150 feet in advance of the intersection.
- Make sure there are no other vehicles, bicycles, motorcycles or pedestrians in your path.
- Allow plenty of time to maneuver from a stopped position across the traffic lanes.
- Begin turning when your vehicle's front wheels are in line with the center of the street you are entering. If you are turning from a one-way street into another one-way street, begin your left-hand turn when the curb begins to curve.
- If you want to turn left at a traffic light that does not have a left-turn arrow, consider continuing through and make three right turns around the block, and then use the traffic light to go straight across.

## Gallup: Most Americans Like Unions

Okay, union membership has declined from 35.4 percent of the workforce in 1945 to 11.1 percent last year – a big problem. But guess what? Most Americans like organized labor.

A Gallup poll found 58 percent approved of unions and while you wouldn't know it by listening to right-wing radio or anti-worker Republicans like Gov. Scott Walker of Wisconsin, a majority of Americans have favored unions for decades, according to the Washington Post.

"Since Gallup first asked people about their support for unions in 1936, approval dipped below 50 percent just once – when it dropped to 48 percent at the height of the Great Recession in 2009," said Michael Wasser, a senior policy analyst at Jobs With Justice, in a Post opinion piece.

Wasser said "Americans are choosing to speak up together" and realize that "unions serve as a needed check and balance on corporate power."

Organized labor could be robust again if labor laws were modernized, employer retaliation halted and workplace rights protected, Wasser declared.

"Doing so will give Americans a fair shot at coming together to negotiate for a better life for themselves and their families," Wasser said.

Wasser's piece ran with an encouraging headline: "Unions could make a comeback – if we help them." And there is good reason to root for a revival. When unions lose, Wasser said, inequality wins.



## What Became of 'Shared Prosperity?'

Are the rich really getting richer? Better believe it.

The well-off are doing just great – and have been for a long time.

"Shared prosperity" – the notion that everyone should benefit in a thriving economy – was a guiding economic principle from the end of World War 2 to the 1970s.

For most workers, incomes doubled. Sure, the bosses made more – sometimes a lot more – but the pay gap between labor and management did not increase significantly in that period, according to a study by the Center on Budget and Policy Priorities.

Then the idea of "shared prosperity" was junked like a busted black-and-white TV.

"...from 1979 to 2007, just before the financial crisis and Great Recession, average income after taxes for the top 1 percent of the distribution quadrupled," the CBPP study said. "The increases in the middle 60 percent and bottom 20 percent of the distribution were much smaller."

CBPP noted that "wealth" – defined by analysts as the value of financial assets and property after subtracting debt – is even more "concentrated" than income.

"The best survey data show that the top 3 percent of the distribution hold over half of all wealth," the report said. "Other research suggests that most of that is held by an even smaller percentage at the very top, whose share has been rising over the last three decades."

Since 2009, top earners have put more distance between themselves and other Americans – a trend, CBPP researchers say, that "may well presage a further increase in the share of income going to those at the top of the distribution in the years ahead."

Good news for the well-to-do. Everyone else will have to wait for their portion of prosperity.



**TECH-SAVVY STRATEGY IN ILLINOIS**

After narrowly losing one election, the workers at Interlake-Mecalux in Illinois employed a secret weapon to successfully fight off the company's aggressive union-busting tactics the second time around: technology.

Organizers credit the win for Local 458-M Chicago at the Pontiac shelf-welding facility to strategic use of cell phone texting and email.

"Through modern technology, we were able to circumvent the company's anti-union campaign, which included offering raises and to pay for health insurance increases," said GCC/IBT organizer Rickey Putman, who along with fellow organizer Rick Street, has won two campaigns in two months with help from modern communications techniques. "The workers really wanted this and they got the message out."

Putman said a union video distributed by text and email proved highly effective and that electronic messaging allowed organizers to counter anti-union tactics by management in rapid fashion.

"We were able to know exactly what happened and inform the rest of the plant, especially before they went into their captive audience meetings."

Support of GCC/IBT President George Tedeschi, officers and the general board and the hard work of the organizing committee and other Interlake employees led to the success, Putman said.

He added that workers were eager to unionize and gain a contract they hope will resolve serious workplace issues such as low pay and unsafe working conditions that have resulted in numerous fines following Illinois OSHA investigations.

"I look forward to helping the people at Interlake negotiate a contract where they get the dignity and respect they deserve," Putman said.

**FIRST CONTRACT BOOSTS PAY AT NEWSDAY'S amNewYork**

After only two months at the bargaining table, editorial workers at amNewYork – a free newspaper owned by Newsday and distributed primarily in New York City – recently ratified their first contract.

The highlight of the pact was the pay raise for the 14 reporters and associate editors, who voted to join the GCC/IBT in July 2016.

Raises range from \$70 to \$125 per week, said Mike LaSpina, president of GCC/IBT Local 406-C, Long Island, which represents amNewYork editorial staff members and approximately half Newsday's workforce. amNewYork journalists will also receive a signing bonus equal to one day's pay for every year in service and overtime pay for holidays.

When Cablevision purchased Newsday in 2008, it also gained amNewYork, which has a circulation of about 280,000 and a healthy advertising revenue, according to union officials.

However, compensation at amNewYork was well below Newsday scale and editorial staffers were putting in a tremendous amount of hours without adequate pay, LaSpina said.

Unionization made a difference, LaSpina added.

"With the help of the bargaining committee, we were able to accomplish the main goal of an increase in pay and premium pay for holidays," he said.

LaSpina said the union and Newsday management worked in cooperative fashion.

"The company saw it was best to work hand-in-hand with the union and accomplish this."



Mike LaSpina, 406-C president, hailed union-management cooperation.

**BIG IDEA: START SMALL**

It's not often that a shop owner approaches the union for representation, but that's how a Pennsylvania local recently organized four small shops.

Owners are finding that GCC/IBT affiliation can boost business, said Chris Lang, president of GCC/IBT Local 24M/9N, Pittsburgh

Lang, who is on the Allegheny County Labor Council executive board, introduces new owner-operators to other board members and has them give a presentation about sales potential.

"This then opens the door to all the labor unions represented by the council, which is every union in the city of Pittsburgh," Lang said.

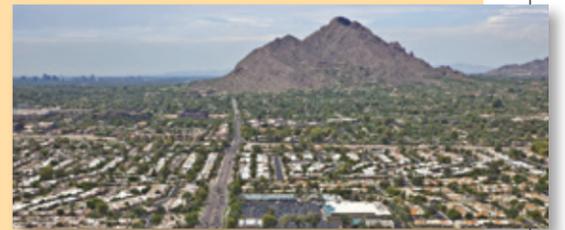
The four new shops include:

- Expanding Minds, Pittsburgh, a specialty shop that does web designing, creative services and promotional material.
- Specialty Printing Company, North Versailles, a foil stamping, embossing and dye cutting business.
- The Union Edge, Pittsburgh, a labor talk radio show on WKFB that also offers digital printing and copy editing.
- Action Design, Pittsburgh, which does photography and custom fine art, including specialty orders.

Organizing smaller shops pays off, Lang said. "It may be a 100-person shop in five to 10 years," he said. "You don't know unless you bring them in."

**NANC HEADS BACK TO SCOTTSDALE**

Fears that the North American Newspaper Conference would not be able to hold its annual meeting at a favorite Arizona venue were dismissed recently when NANC leaders announced plans already are under way for a return next year to the Scottsdale facility.



Camelback Mountain, Scottsdale

The conference will be held at the former Chaparral Suites hotel which recently underwent a \$24 million renovation and now is known as Embassy Suites. Local 16-N and District Council 9, Philadelphia, will host the conference June 5-7. The executive board will convene June 3-4.

Improvements and an ownership change led to rate increases, according to NANC president Joe Inemer, but conference officials were able to negotiate an affordable package. Delegates will pay \$109 per night – \$20 above the union rate in recent years and considerably less than the posted rate of \$154.

Originally, Local 2-N, New York, intended to host the annual conference but officials said a demanding schedule interfered. However, Inemer said 2-N president John Heffernan and secretary-treasurer Richard Daly provided significant help in making arrangements.

Inemer, who also serves as president of Local 16-N, said the conference is fully funded by the local union and is not subsidized by the international GCC/IBT. For information on accommodations, financial contributions or placing an ad in the conference bulletin, contact Inemer at 215-533-9262.

**VETERAN LABOR LEADER RETIRES**

Richard Grissom, the long-time president of District Council 1 and Local 77-P, Neenah, Wisconsin, retired in September after more than 30 years of leadership in the GCC/IBT.

Grissom, who worked his way up the ranks from shop steward and delegate to vice-president and president, said he is especially proud of two large arbitration settlements achieved under his watch. In one case, workers at Graphic Packaging Plant in Menasha, Wisconsin, received nearly \$1 million. In another, the Alcan Corporation in Neenah won over \$1.9 million in lost wages.

Without unions, Grissom said, "companies have a wide open book to do whatever they please." It is essential, he said, that a new generation of unionists "carry on the fight — not just for today's workforce, but to protect the rights and improve conditions for their kids and grandkids."

Grissom said that, in retirement, he plans to travel, rebuild his 1978 Goldwing motorcycle and spend time with his wife, Carrie, and their 13 grandchildren.

"When people ask me what I am going to do, I respond with, 'Whatever I want to do,'" Grissom said. "I'm sure I will somehow always be involved in some capacity helping the union movement in our area."



Before retiring as Local 77-P president, Richard Grissom urged young unionists to 'carry on fight.'

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

## Suivez la campagne et assurez-vous de voter le 8 novembre

Par Zachary Dowdy  
Collaboration spéciale au Communicator

Selon de nombreux dirigeants de la CCG-FIT, le portrait lugubre que Donald Trump, le candidat républicain à l'élection présidentielle, brosse des États-Unis est exagéré ou trompeur – ou les deux – et soulève de profondes interrogations sur sa capacité de diriger le pays.

Les enjeux sont tellement nombreux pour les travailleurs syndiqués que les conseils généraux des Teamsters et de la CCG-FIT ont endossé la candidature de Hillary Clinton, la rivale démocrate de Trump. Le président général James Hoffa a fait une déclaration dans laquelle il prévient que les relations d'affaires de Trump et son soutien en faveur d'une loi nationale sur le droit de travailler montrent que le milliardaire « n'est pas l'ami des travailleurs américains ».

Les électeurs syndiqués doivent rester informés et ne pas se laisser distraire par cette rhétorique enflammée selon laquelle le pays est au bord du chaos, estiment les dirigeants. Les enjeux sont grands pour le mouvement syndical et le pays.

Alors que la campagne de Trump se dirige vers la journée électorale, des leaders comme Paul Mancillas, président de la section locale 458-M, expliquent aux membres que le choix à faire en novembre est clair pour les syndiqués : quelles que soient les lacunes perçues chez elle, Hillary Clinton est la candidate qui protégera le mieux les droits de la classe moyenne et des syndicats.

« Avec Trump, je pense qu'il faut s'attendre au statu quo et à d'importants allègements fis-

caux pour les entreprises, a déclaré P. Mancillas dont la section locale de la région de Chicago compte près de 1 000 membres dans l'Indiana et l'Illinois. Il s'installe, est très vague et ne propose pas beaucoup d'idées. »

Selon les analystes, même les idées et les plans que Trump a présentés pour certains enjeux importants – l'économie, la sécurité nationale, l'immigration – échouent lamentablement l'examen des experts.

« Soyons honnêtes, a dit George Tedeschi, président de la CCG-FIT. Donald Trump offre très peu aux travailleurs. Il propose un plan économique républicain qui est discrédité, tout en affirmant que le pays ne va pas bien et que lui seul peut le remettre sur pied. Ce sont des propos dangereux dans une démocratie. Nous élisons un président, pas un dictateur. Suivez la campagne et assurez-vous de voter le jour de l'élection. »

Le manque de préparation de Trump, son tempérament volatile et son hypocrisie flagrante en inquiètent sérieusement plus d'un.

Chris Lang, président de la section locale 24-M de la CCG-FIT à Pittsburgh, a dit que de nombreux produits portant la marque Trump – entre autres des cravates, des chemises et des costumes – sont fabriqués à l'étranger, même si le candidat affirme fréquemment qu'il sera l'ami des travailleurs américains et va ramener les emplois aux États-Unis.

« Le problème avec Trump c'est qu'il professe une chose mais fait tout le contraire. Il revient sur tout ce qu'il dit. »

Pour Joe Inemer, président de la section locale 16-N de Philadelphie, Trump est incompetent – et dangereux.

« Ce type pourrait déclencher une guerre à tout moment, estime J. Inemer, qui est aussi vice-président du conseil de district 9 et président de la Conférence des journaux nord-américains.

La réputation antisyndicale de Trump et le fait qu'il ait choisi comme colistier Mike Pence, gouverneur de l'Indiana et partisan du droit de travailler, devraient convaincre les travailleurs syndiqués de voter – et pas uniquement pour l'élection présidentielle.

Si Trump ne réussit pas à accéder à la fonction suprême, il se pourrait que le Sénat revienne aux démocrates favorables aux syndicats et que les républicains perdent la majorité qu'ils détiennent à la Chambre des représentants.

« Nous avons une chance de regagner ce que les syndicats ont perdu », a indiqué J. Inemer à propos des compressions que les congressistes républicains ont effectuées sur les protections syndicales.

Abondant dans le sens de J. Inemer, P. Mancillas et C. Lang, l'activiste politique et membre de la CCG-FIT en Iowa Mark Cooper a déclaré que Trump dénigre d'une façon cynique les réalisations économiques du président Barack Obama qui – malgré l'obstruction des républicains – a réussi à sortir le pays d'une récession historique.

« Il est en train de créer un climat de peur, surtout de peur de son prochain, a indiqué M. Cooper à propos d'un discours provocateur que Trump a prononcé au Wisconsin et auquel a assisté le gouverneur antisindical Scott Walker.

Selon M. Cooper, les propos que Trump tient en public comportent beaucoup de

rhétorique incendiaire et peu de mesures spécifiques.

« Il ne parle pas de ce qu'il va faire », a fait remarquer M. Cooper, qui est membre de la section locale 727-S de la CCG-FIT à Des Moines, en Iowa, et président de la Fédération des travailleurs du Centre-Sud de l'Iowa.

Selon M. Cooper et d'autres leaders syndicaux, il n'est pas un allié des travailleurs syndiqués et risque fort de présenter un programme républicain extrême – entre autres une loi nationale sur le droit de travailler et des théories économiques avec des « retombées » discréditées qui avantagent les Américains les plus nantis.

« Nous devons être très attentifs à sa façon de traiter avec les syndicats en ce qui concerne ses propres entreprises et sa position sur le salaire minimum », a affirmé M. Cooper en rappelant que Trump soutient qu'il ne devrait pas être majoré. Il existe des preuves montrant clairement la façon dont il traite les endroits qui essaient de se syndiquer et d'avoir des syndicats. »

Pour G. Tedeschi, président de la CCG-FIT, les preuves sont accablantes. « Donald Trump a systématiquement montré qu'il se soucie surtout de lui, pas des travailleurs américains. Il a montré pendant la campagne qu'il est parfaitement à sa place dans une émission de télé-réalité – mais pas à la Maison-Blanche. Le 8 novembre, faites ce qu'il y a de mieux pour vous et votre famille – et pour notre pays. »

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

## Presten atención a la campaña y hagan que sus votos cuenten

Por Zachary Dowdy  
Especial para *The Communicator*

La miserable imagen de los Estados Unidos que pinta constantemente el aspirante republicano a la presidencia, Donald Trump, es o exagerada o engañosa, o ambas cosas; y, a juicio de muchos líderes de GCC/IBT, provoca profundas dudas sobre la capacidad del candidato para dirigir el país.

Dado lo mucho que hay en juego para el movimiento laboral, las juntas generales de los Teamsters y de GCC/IBT han decidido apoyar a la rival demócrata de Trump, Hillary Clinton. El presidente general, James Hoffa, hizo una declaración advirtiendo que las prácticas de Trump en los negocios y su posición a favor de una ley nacional de derecho al trabajo demuestran que el multimillonario ejecutivo no tiene nada de "amigo de los trabajadores de Estados Unidos".

Es preciso que los votantes sindicalizados se mantengan informados y no se dejen distraer por la palabrería incendiaria de una campaña según la cual la nación se encuentra al borde del caos, dicen los directivos. Hay mucho en juego para el país y para el movimiento obrero.

A medida que la campaña de Trump avanza hacia el día de las elecciones, el mensaje que líderes como Paul Mancilla, presidente de la Local 458-M, lanzan a la membresía es que en las elecciones de noviembre está claro que hay que apoyar la opción favorable al movimiento laboral. Pese a los defectos que puedan achacarsele, Hillary Clinton es la candidata que mejor protegerá los derechos de la clase media y de los sindicatos.

“Con Trump, pienso que cabe esperar más de lo mismo, con grandes ventajas fiscales para las empresas”, dijo Mancillas, cuya Local en el área de Chicago tiene casi 1,000 miembros en Indiana e Illinois. “Se presenta, dice cosas imprecisas y ofrece muy pocas ideas concretas”.

Incluso las ideas y planes que ha ofrecido en temas de gran importancia, como la economía, la seguridad nacional y la inmigración, fracasan miserablemente cuando los expertos las examinan, dicen los analistas laborales.

“Reconozcamos la verdad”, dijo el presidente de GCC/IBT, George Tedeschi. “Donald Trump les ofrece muy poco a los trabajadores. Propone un plan económico republicano desacreditado, al tiempo que asegura que el país está fracasando y que él es el único que puede arreglarlo. Esta manera de hablar es peligrosa en una democracia. Estamos votando por un presidente, no un dictador. Permanezcan atentos a la campaña y hagan que su voto cuente el día de las elecciones.”

La falta de preparación de Trump, su temperamento inestable y su evidente hipocresía son causas de grave preocupación para muchos.

Chris Lange, presidente de la Local 24-M de GCC/IBT, basada en Pittsburgh, dijo que muchos de los productos que llevan la marca Trump, como corbatas, camisas y trajes, están fabricados en países extranjeros a pesar de que Trump no para de decir que será el amigo de los trabajadores de Estados Unidos y volverá a traer los empleos al país.

“El problema de Trump es que dice una cosa y hace exactamente lo contrario”, dijo Lang. “Todo lo que ha dicho lo contradice

después”.

Para Joe Inemer, presidente de la Local 16-N, en Filadelfia, Trump no reúne las cualidades requeridas y además es peligroso.

“Este tipo puede llevarnos a la guerra de un momento a otro”, dijo Inemer, que también es vicepresidente del Consejo del Distrito 9 y presidente de la North American Newspaper Conference.

El pasado antisindicalista de Trump, y la selección de Mike Pence, el gobernador de Indiana partidario del “derecho a trabajar”, como candidato a la vicepresidencia, debe motivar a los votantes sindicalizados, y no sólo en lo que se refiere a la contienda presidencial.

Una rotunda derrota con Trump como cabeza de lista podría devolver el Senado a los demócratas simpatizantes con la causa laborista y restarle mayoría al Partido Republicano en la Cámara de Representantes.

“Esta es la oportunidad de recuperar el terreno que han perdido los sindicatos”, dijo Inemer refiriéndose a las protecciones que los representantes republicanos han eliminado para los sindicatos.

Mark Cooper, activista político y miembro de GCC/IBT basado en Iowa, coincidió con Inemer, Mancilla y Lang, señalando el cinismo de Trump al presentar una imagen falsa de lo conseguido por el presidente Barack Obama quien, a pesar del obstructionismo del Partido Republicano, sacó al país de una recesión histórica.

“Está creando un ambiente de miedo, especialmente miedo de nuestros semejantes”, dijo Cooper, citando un provocador discurso de Trump en Wisconsin en presencia del gobernador antilaborista Scott

Walker.

Cooper dijo que a las declaraciones públicas de Trump les sobra palabrería incendiaria y les faltan detalles específicos.

“No habla de lo que va a hacer”, dijo Cooper, que es miembro de la Local 727-S de GCC/IBT en Des Moines, Iowa y presidente de la Federación del Trabajo del Centro-Sur de Iowa.

Cooper y otros líderes sindicales dicen que no es ningún aliado del movimiento laboral, y que probablemente impulsará un programa republicano de medidas extremistas, entre ellas una ley nacional de derecho al trabajo y las teorías desacreditadas de la “economía de goteo” que benefician a las clases de más altos ingresos.

“Necesitamos fijar nuestra atención en cómo se ha comportado con los sindicatos en el caso de sus propias empresas, y en su posición sobre el salario mínimo”, que Trump dice que no hay que aumentar, dijo Cooper. “Ha dejado un historial claro y documentado sobre lo que hace con las empresas que tratan de sindicalizarse, o que ya lo están”.

El presidente de GCC/IBT George Tedeschi dijo que la evidencia es abrumadora. “Donald Trump ha demostrado en todo momento que lo que más le importa es sí mismo, no los trabajadores. Se ha visto bien durante la campaña que tiene dotes para la TV realidad, pero no para la Casa Blanca. El 8 de noviembre hagan lo mejor para ustedes, para sus familias... y para nuestra economía”.

Zachary Dowdy es reportero de *Newsday* y vicepresidente de la unidad editorial de la Local 406-C de 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                   | Local | Date of Death                 | Local                    | Date of Death                | Local                        | Date of Death                 |                               |
|--|--------------------------------|-------|---------------------------------|-------|-------------------------------|--------------------------|------------------------------|------------------------------|-------------------------------|-------------------------------|
| <b>Death Benefit Claims Paid June 2015</b> |                                |       |                                 |       |                               |                          |                              |                              |                               |                               |
| 458M                                       | Ronald J Masura 03-18-15       | 1L    | Nathan L Schanen 01-09-15       | 17M   | Robert L Tabelman 05-26-15    | 555M                     | Rinaldo Tonin 03-27-15       | 568M                         | Don M Bertetto 06-15-15       |                               |
| 508M                                       | Eugene Burch 04-24-15          | 1L    | Joseph M Sheehan 06-17-15       | 17M   | Harry F Van Allen 03-04-15    | 568M                     | Herman L Laubert 09-18-09    | 568M                         | Albert E Meier 06-04-15       |                               |
| 518M                                       | Richard G Walker 11-26-14      | 1M    | William H Steele 06-10-15       | 27C   | George N Voss 09-22-13        | 458M                     | Mary E Alkovich 06-25-15     | 572T                         | Donald D Hastings 06-16-15    |                               |
| 555M                                       | Clement Dorval 04-15-15        | 1M    | Warren H Pittelkow 05-17-15     | 28N   | Danny G Mccauley 05-01-15     | 458M                     | Robert T Brophy 06-01-15     | 572T                         | Merwyn M Michelson 05-18-15   |                               |
| 568M                                       | Frank Bart Rotherham 05-06-15  | 1M    | Edward A Sorenson 04-30-10      | 58M   | Donald J Tadych 05-28-15      | 458M                     | Ronald T Brown 06-04-15      | 572T                         | Donald G Pasley 11-23-14      |                               |
| 577M                                       | Jerryle L Allen 11-14-14       | 1M    | John E Steck 05-14-15           | 72C   | Merle M Delancey, Sr 05-01-15 | 458M                     | Edward Denderian 05-14-15    | 577M                         | Joan R Johnson 04-30-15       |                               |
| 577M                                       | Ronald J Meyer 03-17-15        | 1M    | William R Tysseling 08-05-14    | 77P   | Dorothy M Ayotte 05-20-15     | 458M                     | Karl E Ellinger, Sr 05-24-15 | 577M                         | Robert J Rose 02-13-15        |                               |
| 600M                                       | Harvey G Buchanan, Sr 05-04-15 | 1M    | Alexander W Banoff 04-13-15     | 77P   | William L Johnson 06-14-15    | 458M                     | Robert H Gehrke 06-12-15     | 577M                         | Melvin C Seal Jr 06-15-15     |                               |
| 600M                                       | John W Ring 05-10-15           | 2N    | Richard J D'Amato 03-02-15      | 77P   | John R Kolgen 05-27-15        | 458M                     | Ernst B Goranson 06-18-15    | 600M                         | Joseph J Bulawka, Jr 10-05-01 |                               |
| 612M                                       | Joseph Graham 04-12-15         | 2N    | Edward Deshong 06-19-15         | 77P   | Kenneth L Kranz 05-11-15      | 458M                     | Robert L Handler 06-08-15    | 600M                         | Joseph D Duggan 04-14-15      |                               |
| 999ML                                      | Viola M Rathert 04-14-14       | 3N    | Charles Gangi, Sr 05-11-15      | 100M  | Steven Ganyu 06-06-15         | 458M                     | Raymond L Hoeffleur 06-16-15 | 600M                         | Genowefa Leszkowicz 06-15-15  |                               |
| 4535M                                      | Marguerite M Doubrava 05-24-09 | 4C    | Clair H Alexander Jr 03-14-15   | 100M  | Anton B Kozdas 03-15-15       | 458M                     | Terry S Jensen 05-07-15      | 600M                         | C Malejka 04-23-15            |                               |
| <b>Death Benefit Claims Paid July 2015</b> |                                |       |                                 |       |                               |                          |                              |                              |                               |                               |
| 1B   | Elsie Brody 12-04-14           | 4C    | Edwin J Weaver 06-03-15         | 100M  | James R Sinker 10-18-13       | 458M                     | Wilburt C Keller 05-18-15    | 600M                         | Kathleen M Moriarty 09-01-06  |                               |
| 1B   | Gerald A Caven 08-17-14        | 9N    | Eli Latkovic 05-16-15           | 119B  | Manuel Guzmar 06-03-15        | 458M                     | John A Muehleis 06-20-15     | 600M                         | Odette Poirier 03-21-15       |                               |
| 1B   | Armella M Gianos 05-04-15      | 14M   | Paul F Armao 04-10-15           | 119B  | Virginia Malecki 05-05-15     | 458M                     | Robert L Padgett 06-15-15    | 600M                         | Roger J Salvas 04-07-15       |                               |
| 1B   | John D Hevern 05-26-15         | 14M   | Charles J Bolm, Sr 04-21-15     | 119B  | Armand J Monaco 05-25-15      | 458M                     | Lucille M Parenti 05-28-15   | 600M                         | Sesag Yerganian 05-31-15      |                               |
| 1B   | Helen C Hynes 05-22-15         | 14M   | Owen J Cann 04-23-15            | 119B  | Linda M Silvia 02-21-15       | 458M                     | Cyril N Roth 05-24-15        | 612M                         | Lalib H Maroun 05-10-15       |                               |
| 1B   | Roy C Lindgren 03-14-15        | 14M   | Robert H Heckman 06-01-15       | 137C  | Dorothy C Henigan 04-17-15    | 458M                     | Marcel S Siers 04-02-15      | 612M                         | Alexander J Michal 10-20-14   |                               |
| 1B   | Ronald L Sommers 12-04-14      | 14M   | John Jagiello 04-29-15          | 137C  | William O Leader 04-11-15     | 458M                     | Raymond M Sonner 04-21-15    | 612M                         | James M Mislan 02-06-15       |                               |
| 1B   | Duane J Spychalla 11-08-14     | 14M   | Frank T Lehman 06-01-15         | 146P  | Curtis W Miller 03-28-15      | 458M                     | Thomas C Spachner 05-28-15   | 612M                         | Truman Nichols 08-01-13       |                               |
| 1B   | Douglas L Walstad 04-20-15     | 14M   | Albert Levy 04-30-15            | 197M  | Robert Missildine 06-03-15    | 458M                     | John H Sullivan, Jr 06-02-15 | 619M                         | Edward J Drexler 05-16-15     |                               |
| 1L   | Paul Ackerman 06-19-15         | 14M   | Juan T Maestre 05-20-15         | 197M  | John W Mitchell 05-07-15      | 458M                     | Robert J Trybula 03-08-15    | 625S                         | Eugene K Anderson 11-23-14    |                               |
| 1L   | Lazarus Chukoian 03-14-14      | 14M   | George J Magliocco 06-11-15     | 197M  | Ralph T Mulkey 04-27-15       | 503M                     | Thomas E Anderson 11-23-14   | 625S                         | Carolyn G Villa 05-16-15      |                               |
| 1L   | Martin Hartman 05-23-15        | 14M   | Brian C McCormick 06-23-15      | 206T  | George M Dietz 03-08-15       | 503M                     | James R Greeley 05-21-15     | 625S                         | John A Wilson 05-29-15        |                               |
| 1L   | Julian A Kahn 12-12-14         | 14M   | Joseph S Panto, Sr 04-02-15     | 235M  | Robert L Vandell 06-13-15     | 503M                     | Clavier White 03-04-15       | 670C                         | Norman H Secrist 11-29-14     |                               |
| 1L   | Grace F Mcconnell 04-03-15     | 14M   | Joseph J Van Os 12-17-14        | 235M  | James P Breitenstein 07-24-14 | 503M                     | James N Yovonovich 06-02-15  | 853T                         | Vincent Costelli, Jr 03-07-15 |                               |
| 1L   | William C Panagrosso 06-15-15  | 16C   | Charlene A Dorsey 06-22-15      | 235M  | Elise G Law 06-07-15          | 508M                     | Winfred Adams 08-15-14       | 853T                         | Raffaella Di Meglio 11-14-14  |                               |
| 1L   | Joseph P Russo Jr 06-11-15     | 16C   | Ronnie M Mccoy 05-14-15         | 235M  | Willa R Scholl 05-31-15       | 508M                     | Robert W Gruber 05-20-15     | 853T                         | Allen E Gensel, Jr 10-11-14   |                               |
|  |                                | 16N   | Eugene Kuzmick 04-30-15         | 235M  | Betty J Tompkins 06-15-15     | 508M                     | Michael J Ilich 05-13-15     | 999ML                        | Zollie T Mitchel 06-10-15     |                               |
|  |                                | 17M   | Donald D Hannan 05-18-15        | 241M  | Michael A Ward 07-03-15       | 508M                     | Frank A Jesse 05-12-15       | 999ML                        | Bettie J Davis 06-05-15       |                               |
|  |                                | 17M   | Audie E Hedgspeth 04-15-15      | 242C  | Mary A Kryeski 05-17-15       | 508M                     | Arthur L Mackenzie 05-22-15  | 999ML                        | Earkiel Eaton, Sr 12-19-14    |                               |
|  |                                | 17M   | May R Jordan 05-01-15           | 264T  | Wilfred Steingas 06-05-15     | 508M                     | John R Ritchie 06-20-15      | 999ML                        | Fred L Gray 04-26-15          |                               |
|  |                                | 17M   | Johnny B Millbrook, Sr 06-17-15 |       | Norman J Reimers, Jr 05-21-15 | 508M                     | Wallace M Smith 06-06-15     | 999ML                        | Earl L Kennedy 04-09-15       |                               |
|  |                                |       |                                 |       | 264T                          | Thomas J Kilger 12-03-14 | 518M                         | Johnny R Ritchie 06-20-15    | 999ML                         | Henry E Meyer 05-29-15        |
|  |                                |       |                                 |       |                               |                          | 518M                         | Wallace M Smith 06-06-15     | 999ML                         | Wanda V Smalley 04-29-15      |
|  |                                |       |                                 |       |                               |                          | 546M                         | Melvin R Frakes 05-28-15     | 2289M                         | Laurence E Behem 07-02-15     |
|  |                                |       |                                 |       |                               |                          | 546M                         | Benedict A Burger 05-01-15   | 2289M                         | John Cionca, Sr 06-07-15      |
|  |                                |       |                                 |       |                               |                          | 546M                         | Earl W Eaton 11-20-14        | 4535M                         | Dorothy S O'Neal 06-15-15     |
|  |                                |       |                                 |       |                               |                          | 546M                         | Ronald D Edmonds 05-09-15    | 4535M                         | Dennis N Weisser 06-01-15     |
|  |                                |       |                                 |       |                               |                          | 546M                         | George J Kosinar 05-28-15    | 6505M                         | Walford R Allen, Jr 04-29-15  |
|  |                                |       |                                 |       |                               |                          | 546M                         | Leonard J Muhlbach 05-30-15  | 6505M                         | Richard A Brewer 06-30-15     |
|  |                                |       |                                 |       |                               |                          | 546M                         | Arthur C Thurston 05-10-15   | 6505M                         | Kevin F Hawkins 12-04-14      |
|  |                                |       |                                 |       |                               |                          | 546M                         | Gerald A Waller 12-26-14     | 6505M                         | Arthur J Warmbold Jr 07-09-13 |
|  |                                |       |                                 |       |                               |                          | 555M                         | Therese Ayotte 06-13-15      | 6505M                         | Robert G Whitmore 03-19-15    |
|  |                                |       |                                 |       |                               |                          | 555M                         | Gaston M St-Germain 05-28-15 |                               |                               |

## Former GCIU President Kenneth R. Brown: 'Always True To His Word'

Kenneth R. Brown, a Toronto-born lithographer and World War 2 veteran who played a central role in a number of historic union mergers and served in Washington, D. C. as president of the Graphic Communications International Union, died July 20 at the University of Virginia Medical Center in Charlottesville. He was 91.

The cause was complications from a gall bladder condition, according to Brown's wife, Phyllis.

Union colleagues and family members said Brown unflinchingly demonstrated kindness, competence, and devotion to the highest principles of organized labor.

"Ken Brown was a true professional, a level-headed leader and a very decent guy," said GCC/IBT president George Tedeschi, who was a member of the first GCIU general board following the 1983 merger of the Graphic Arts International Union (GAIU) and International Printing and Graphic Communications Union (IPGCU) to form the GCIU.

Also paying tribute was Jack Greer, a former GCIU vice president who knew Brown for more than a half-century.

As GCIU president, Brown launched an education department and early retirement pension fund at the international level, Greer recalled, and stressed the need for cooperation and coordination among local unions.

"He always displayed dedication to the job, and he was smart," Greer said. "When I asked for support, he was more than willing to provide it. He was true to his word and stuck by it."

Brown, whose family has been involved in the print industry since the early 19th century and whose father, Arthur, was a union officer in Canada, began working for the prestigious Toronto graphic arts company, Sampson-Matthews Ltd., as a teenager.

In 1943, military duty interrupted his four-year apprenticeship.

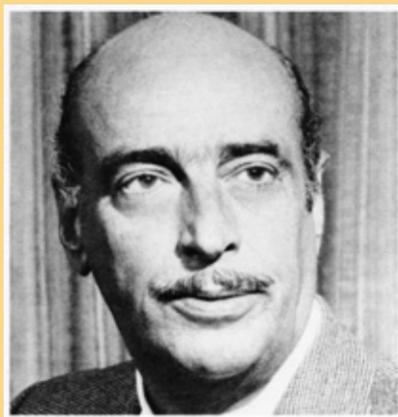
He was deployed to Europe – first England and then France – as a member of a lithography unit and played a support role on D-Day, June 6, 1944, when allied forces stormed the beaches of Normandy.

With other Canadian lithography workers, Brown was stationed in trailers behind front lines and had responsibility for printing aerial photos of enemy positions taken by allied aviators, his wife said.

Brown and his comrades were called "sappers," a term referring to soldiers assigned a variety of engineering or technical duties, and Brown subsequently wrote a book related to his experiences called, "The Sapper in My Attic," a title referring to wartime memories stored in the "attic" of his mind, Phyllis Brown said.

In retirement, Brown and his wife visited D-Day memorial sites and, a few years ago, Brown was awarded a medal by Holland for his service during the war.

After discharge in 1946, Brown resumed his apprenticeship at Sampson-Matthews. He rose through the ranks of Local 12 of the Amalgamated Lithographers of America (ALA) and became president in 1954. Six years later,



Kenneth R. Brown

*"He was a visionary who pushed toward merging unions and making them stronger."*

– Marty Ganzglass, former GCIU general counsel

at the age of 34, Brown was elected president of the ALA international union – one of the youngest individuals to hold a labor post of such responsibility.

Brown was instrumental in negotiating a merger of the ALA with the International Photo-Engravers Union of North America (IPEU) that formed the Lithographers and Photoengravers International Union (LPIU). Subsequently, the LPIU formed a partnership with the International Brotherhood of Bookbinders to form the Graphic Arts International Union (GAIU).

Serving as GAIU president, Brown helped engineer his final merger – this one the partnership with IPGCU that established the GCIU. In 2005, the GCIU merged with International Brotherhood of Teamsters to form the GCC/IBT.

He assumed duties as GCIU president and also was elected vice president of the AFL-CIO by the labor federation's executive council – a role that gave the GCIU significant clout in an organization that at the time represented 14.5 million workers.

Brown was convinced that unions gained power by joining forces.

"He was a visionary who pushed toward merging unions to make them stronger," said Marty Ganzglass, former GCIU general counsel. "Over a period of three decades, he worked to accomplish that goal."

In 1985, two years after the GCIU merger, Brown retired. He and his wife sold their home in Potomac, Maryland and moved back to Canada.

The couple traveled for a year in Europe, staying for periods in England, Spain, Portugal and Italy. "We had a great adventure," said Phyllis Brown. In 1987, the Browns settled in Charlottesville, Virginia – a university city with a temperate climate, cultural opportunities and exceptional health care services – while maintaining a summer retreat in Canada.

Brown's reputation in union ranks as a wise and decent man was reflected in his home life, family members said.

"He was a gentleman," said his wife. She said Brown was a dignified person who considered it important to look well-groomed in public, and, especially, clean shaven. "Even as a sick, old man it was important to him that he shaved first thing in the morning," Phyllis Brown said.

Karen Brown, the elder of Brown's three daughters, said her father had an unyielding commitment to working people. "In all his lectures to his children, he told us you have to serve your fellow man."

Surviving Kenneth Brown in addition to Phyllis and Karen Brown, are two other daughters, Pauline and Gillian; a brother, Alan; three grandsons; and four great-grandchildren.

Brown's remains were cremated and interred at a cemetery in Maple Leaf, Ontario, Canada.

# Hoffa Scholars Dream Big, Work Hard

This year's GCC/IBT winners of James R. Hoffa Memorial Scholarship Fund awards have big dreams, admirable determination and an appreciation for the power of organized labor to make a difference in the lives of American families.

"Being a Teamster has allowed my Dad to raise four children knowing he would earn a livable working wage," said **Madelyn Jenkins**, 22, daughter of Robert Jenkins, press operator at the Philadelphia Inquirer and Daily News and member of Local 16-N, in her winning essay.

Good pay wasn't the only advantage, Madelyn wrote. As the daughter of a union member, she also "learned principles of fairness and equality – the backbone of labor unions."

Madelyn, 22, a student at the Community College of Philadelphia who intends to pursue a psychology degree at Tufts University, was one of four GCC/IBT recipients of \$1,000 Hoffa scholarships.

Other winners were:

**Shawn Barron**, 20, son of Scott Barron, a pressroom worker at Hammer Packaging in West Henrietta, New York, and member of 503-M, Rochester. Shawn is a student at Monroe Community College and, after further studies, hopes for a career in electrical engineering.

**Mylan Chau**, 18, daughter of Dai Chau, a press operator at Media One of Utah and member of Local 28-N, Salt Lake City. Mylan won a Hoffa "Bootstrap" award for consistently high level of academic achievement and participation in extra-curricular activities. She is a nursing student at the University of Utah.

**Alexis Lambert**, 19, daughter of Wesley Lambert, a press operator at Kappa Graphics in Pittston, Pennsylvania, and member of Local 241-M, Scranton. Alexis is a pre-med student at Pennsylvania State University working toward a career as a pediatrician.

The awards were a reminder that the Teamsters and GCC/IBT honors family values and personal achievement, winners said.

Shawn Barron noted that, after his father was laid off at a Kodak plant in 2012, the family



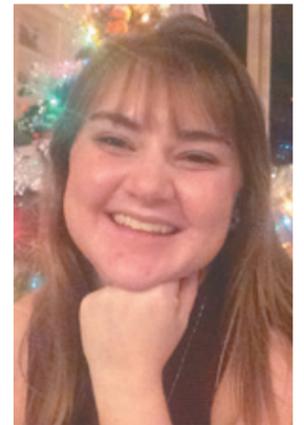
Madelyn Jenkins



Shawn Barron



Mylan Chau



Alexis Lambert

struggled. But fortunes changed when Scott Barron found employment at a GCC/IBT shop. "Just the support of the union being there to help" was a great advantage, Shawn said.

Organized labor is an important factor in the life of her family, too, said Alexis Lambert. Her mother, Mandi, is an elementary school teacher and, like her dad, a union member.

"Unions fight for workers' rights, pay, holidays and vacations," said Alexis. Economic stability, she said, takes pressure off parents and allows more moments together. "I appreciate the family time."

Extending congratulations to the winners, GCC/IBT President George Tedeschi, said they were "great students from great families." Tedeschi added: "We are proud and happy to help these fine young people and know they will succeed."

In 2016, The James R. Hoffa Memorial Scholarship Fund awarded \$1.2 million to the children or dependents of IBT members. Information on the next round of awards can be obtained at the Hoffa scholarship office, 202-624-6800, on the Teamster.org website or by email inquiries to [Scholarship@teamster.org](mailto:Scholarship@teamster.org). **A scholarship ad appears on Page 16 of this edition.**

## BENEVOLENT TRUST FUND IMPROVEMENTS ANNOUNCED AT GCC/IBT CONVENTION

By GCC/IBT Staff

On day two of the GCC/IBT convention in Las Vegas, Secretary Treasurer/Vice President Robert Lacey announced that Trustees of the Graphic Communications Benevolent Trust Fund (BTF) approved two significant benefit improvements at their meeting on June 22, 2016.

Trustees changed the requirements for exemption, lowering the minimum age from 55 to 50 and approved a 30 percent increase in the death benefit amounts. "We are very pleased to announce these substantial improvements," Lacey said.

Both improvements become effective on Jan. 1, 2017 and apply to all participants who are active dues-paying members on or after that date as well as participants who retire on or after Jan. 1, 2017. New summary plan description booklets will be mailed to participants later this year.

The change in requirements for exemption expands options for participating members who retire or cease working in the industry allowing them to obtain exempt status as early as age 50 with 30 years of continuous membership. Participants who retire prior to Jan. 1, 2017 must be at least age 55 with 25 years of continuous membership.

Secretary-Treasurer Lacey explained the new benefit schedule to delegates and guests at the convention.

"The end result, we took the maximum benefit from \$2,500 to \$3,250, and adjusted all other payment scales accordingly," he said.

Benefit amounts are pro-rated based on the number of years a member has participated in the fund. This is the first increase in the Benevolent Trust Fund's death benefit amounts since 2000. "These benefit improvements are a long time in coming" said GCC/IBT President George Tedeschi. "It's a 30 percent increase."

Lacey stressed that benefit improvements are effective Jan. 1, 2017. "When we put out the new summary plan description book, it will show the current table of benefits for those that die or retire prior to Jan. 1, 2017, and also the new changes that take effect on or after January 1, 2017."

The announcement of new benefit improvements at the GCC/IBT convention in June follows the earlier announcement that the \$8 inaugural fee would be waived for new participants who join the BTF at any time during calendar year 2016 (Graphic Communicator Jan-Feb-Mar 2016 page 13).

Trustees said they hoped that the temporary waiver of the inaugural fee in conjunction with these significant benefit improvements will encourage new participants and local unions to join the Graphic Communications Benevolent Trust Fund to obtain this valuable death benefit.

## 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 seventy-four and sixty-nine hundredths percent of the Conference's expenditures for the year ending December 31, 2015 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 2017 must be filed on or before December 31, 2016 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, 2017 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.

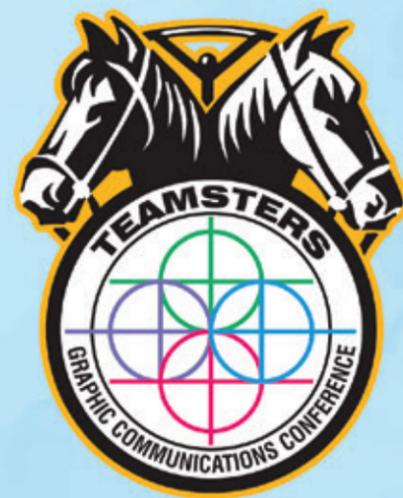
Objections should be sent to the attention of the Agency Fee Administrator, Office of the Secretary-Treasurer, Graphic Communications Conference/IBT, 25 Louisiana Avenue NW, Washington, DC 20001. The objection should be signed and contain the objector's current home address, place of employment, and 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.

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## THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

For high school seniors who are the sons, daughters or financial dependents of Teamster members, including GCC. The main JRHMSF scholarship is \$10,000 and the “bootstrap” scholarship is \$1,000. Applications will be available on-line at the end of November.

*Please check the [Teamster.org](http://Teamster.org) website for details.*



## Funny Business



"I hate going into a staff meeting without a clear exit strategy."



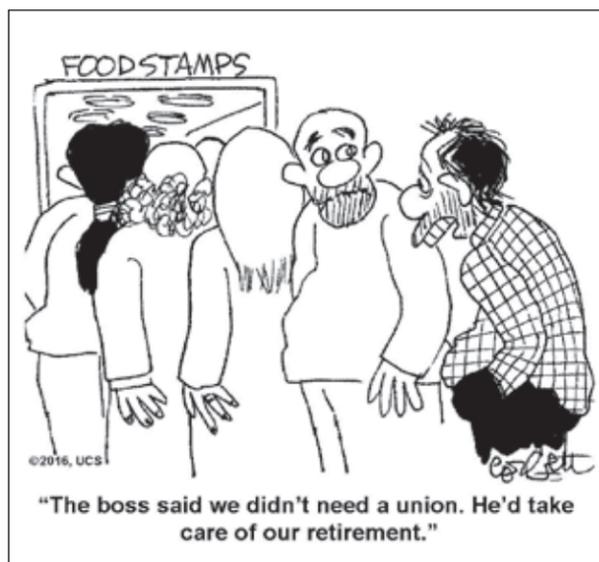
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"Once upon a time there was a thing called the Middle Class."



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"Doesn't this state have child labor laws?"