

Graphic Communicator



July-Aug.-Sept. 2015

Volume 33, Number 3

The Newspaper of the Graphic Communications Conference / IBT

www.gciu.org

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Make No Mistake: GOP Wants Us Gone

It may be a little early for serious talk about the 2016 Presidential election but one thing we know already: The Republican field is filling up with candidates who have no love for organized labor.

Announced or unannounced, GOP hopefuls reflect their party's hostility toward unions and union workers. "Republicans Sure Love to Hate Unions," was the headline over a New York Times piece by analyst Thomas Edsall assessing the party's anti-labor views. "Even as the strength of organized labor as a whole declines," Edsall wrote, "conservatives view unions...as anathema."

In other words, the GOP wants us gone.

Hardliners like Wisconsin Gov. Scott Walker who undercut the bargaining power of public sector unions and then signed a right-to-work law, and Mike Huckabee, the former Arkansas governor who once urged anti-union types to deflate tires of opponents to keep pro-labor voters from the polls, will give their right-wing constituents the tough talk they want.

Others are no better. Sen. Marco Rubio of Florida says unions want to "convert America into a European-style economy," Carly Fiorina laid off 30,000 Hewlett-Packard workers during her disastrous reign as CEO and favors the off-shoring of U.S. jobs. Even Jeb Bush – viewed by some within the GOP as "moderate" –

blames teachers' unions for the woes of American education.

That is just a sampling. The modern Republican Party and its standard bearers have wandered so far right it would amaze the GOPs centrist forbearers – from Abe Lincoln to Dwight Eisenhower; from Nelson Rockefeller to Jacob Javits – and there appears no chance for a course correction.

If anyone wonders why unions so often back Democrats, the current crop of GOP presidential wannabes should answer the question. How can national labor leaders take seriously a Republican Party that, at every opportunity, and at every level of government – local, state, national – tries to demonize and destroy the union movement?

But while we often find ourselves at odds with the GOP, we also must insist that allies in the Democratic Party not take labor for granted.

We help the Democratic cause by donating millions of campaign dollars and sending thousands of volunteers door-to-door to help get out the vote. Most times, we vigorously defend party policies and support candidates from state house to White House.

We don't ask much in return: pro-

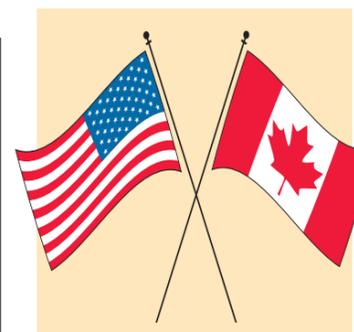
worker appointments to the National Labor Relations Board, occupational safety, protection for the organizing process, sensible trade agreements that

are not reached at the price of American jobs. Those are reasonable demands and we have a right to expect they will be met.

In the end, though, we are not policy makers. Labor always plays a vital part in national political affairs but our greatest influence is exerted within our own ranks – among the leadership contingent and at the local level.

As cynical office-seekers on the right continue stoking anti-union sentiments and Republicans gear up for an aggressive run at the White House, we have to be prepared. We must be politically informed, aware of the candidates and their positions, and ready to help.

Most important is that we support and rebuild the union movement extremists are trying to tear down. Declining membership is a reality. Organizing has never been more essential – or more difficult. It's up to us to get labor back on its feet – no matter what it takes. Our future doesn't depend on politicians. It depends on us.



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MANAGING EDITOR'S NOTE

Collective bargaining is under assault. Republican governors push right-to-work laws. Right-wingers relentlessly trash organized labor. At the North American Newspaper Conference in Scottsdale, Arizona, GCC/IBT leaders told delegates unions are at a critical juncture. "Organize or die," was the message and as our coverage indicates members eagerly re-dedicated themselves to the cause. The power of commitment also is illustrated in a Communicator story on the 50th anniversary of "Bloody Sunday" in Selma, Alabama, and eventual triumph of civil rights activists. Elsewhere in this edition, Bottom Line financial columnist Jerry Morgan anticipates a Federal Reserve interest rate hike and an article based on a Pew Research Center report notes that, even in the digital age, newspaper readers favor the print product. As GCC/IBT President George Tedeschi told NANC representatives in Scottsdale: "We are going to be around for a long time." – Fred Bruning

Outlook

BY JAMES HOFFA, IBT GENERAL PRESIDENT

Let's Think Big – Really Big

The United States long has been a beacon of economic opportunity. This was achieved by investing in infrastructure that could sustain citizens and allow businesses to grow and succeed.

That commitment has waned in recent years.

Government on all levels has not provided funding to keep pace with the nation's road, transit and public works needs. The result is a crumbling mess that hampers the ability of workers to get to their jobs and, in many cases, accomplish duties as well as they could otherwise. It also affects the bottom line of many companies and hinders the hiring of new employees.

There is a need to think big – real big.

Sen. Bernie Sanders (I-Vermont) is trying to do just that with a proposal that would spend \$1 trillion over the next five years to beef up the country's network of bridges, roads and mass transit that has fallen into disrepair. It's not an outrageous request given that the American Society of Civil

Engineers (ASCE) estimates \$3.6 trillion should be spent on infrastructure by 2020.

President Barack Obama is also raising the ante on infrastructure, advancing his own six-year, \$478 billion plan for transportation improvements. It's not as bold, but it's a start. Now Congress just needs to get with the program.

There can be no denying the United States is in need of greater investment. ASCE noted in its most recent report card that the current state of American infrastructure only rates a D+. That's no way to compete in today's global economy.

This should be a matter that transcends politics.

When there is an issue that helps both workers and business, that is a win-win for lawmakers. But there still seems to be hemming and hawing coming from some on Capitol Hill.

Rebuilding America is an issue everyone should support. It's time for members of Congress to make a real investment that will benefit the American economy going forward.



Graphic Communicator

The Newspaper
of the Graphic
Communications
Conference / IBT

Volume 33, Number 3
July-Aug.-Sept. 2015

(USPS 410-750)

Official organ of the
Graphic Communications
Conference/International
Brotherhood of Teamsters

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GRAPHIC COMMUNICATOR
(ISSN 0746-3626)
is published quarterly in
January-February-March,
April-May-June, July-August-
September, October-
November-December for a total
of four issues a year for
\$12 per year in the United
States and Canada and
\$15 for all other countries by
the Graphic Communications
Conference/International
Brotherhood of Teamsters, 25
Louisiana Ave. NW
Washington, D.C. 20001.
Periodical postage paid at
Washington, D.C. and
additional mailing offices.

POSTMASTER:
Send address changes to the
GRAPHIC COMMUNICATOR,
25 Louisiana Ave. NW
Washington, D.C. 20001.

Publications Mail Agreement
No. 41461512.
CANADA POST:
Return undeliverables to
P.O. Box 2601, 6915 Dixie Rd.,
Mississauga, ON L4T 0A9.



PHOTO BY FRED BRUNING/GRAPHIC COMMUNICATOR

Arizona Ultimatum: 'Organize or Die'

By Fred Bruning
Graphic Communicator

Scottsdale, Arizona – With an urgent call to “organize or die,” union leaders told delegates to the North American Newspaper Conference that despite an improving economy and upswing in U.S. employment the GCC/IBT – and labor movement, in general – must build ranks to outlast anti-union attacks and a fierce conservative push for right-to-work legislation.

“Grow your local and district council,” said GCC/IBT President George Tedeschi. “That’s what will help us survive.”

Organizing is a difficult task, officials acknowledged, but fundamental.

“Our job as labor leaders is tougher than ever before,” said Robert Lacey, GCC/IBT secretary-treasurer/vice president. “We have never shied away from a fight and we have always prevailed. Do what needs to be done – organize.”

Ron Pineda, chairman of the NANC organizing committee and former president of Local 140-N, Los Angeles, said GCC/IBT recruiting must go beyond traditional boundaries. “We need to venture outside newspapers or we are going to cease to exist. If we don’t organize we are going to die.”

But survival will take more than a boost in membership.

With conservative Republicans pressing a relentless assault on collective bargaining, local leaders must urge members to engage politically and not be distracted by so-called “hot button” issues – gun control, school prayer, gay marriage, for instance – that often lure working-class voters into the GOP camp.

“We have to get members to vote – and vote right,” said Lacey. The GCC/IBT vice president recalled that when he served



as leader of Local 571-M, Evansville, Indiana, he told gun owners favoring the GOP: “Putting food on the table is most important. You can’t eat your gun.”

Voting the “right” way also can impact the vital Presidential appointment process – an essential area often overlooked, Tedeschi noted.

White House nominees for cabinet-level posts, judgeships and important agency jobs – including seats on the National Labor Relations Board – must be confirmed by the Senate. Tedeschi said a contrary Senate can prove an impediment to progress – as President Barack Obama has learned.

The NLRB is at full strength but more than 100 of Obama’s nominations are awaiting action in Senate committees. “Republicans are blocking almost every single one,” he said. Only after months of political wrangling, for instance, did the Senate finally

confirm Loretta Lynch as U.S. attorney general despite what was widely recognized as Lynch’s superior qualifications.

As the 2016 presidential election season approaches, Tedeschi urged union members to also focus on House and Senate races, not just the White House contest.

“These are people who affect our lives as labor leaders and thousands of members and their families,” Tedeschi said. “I don’t think people realize the importance of appointments.” Again noting NLRB issues, Tedeschi said Republicans would like to increase the board to six members from five – three are Democrats now and two GOP – to force deadlocks along party lines and “nothing gets done.”

He urged members not to be sidetracked by GOP talking points on issues like Hillary Clinton’s email records, donations to The Clinton

Foundation, and the 2012 raid on the U.S. diplomatic compound in Benghazi, Libya. “What we have to worry about is the livelihood of the American people.”

Right-wing efforts to undercut organized labor jeopardize not only the union movement but what once was a vibrant U.S. middle class, said guests and delegates at the Chaparral Suites conference center where, Local 100-M, Toronto, hosted the 58th annual NANC meeting in May.

And perhaps there is no more dangerous threat to unions than

Continues on Page 16

CORRECTION

A story in the April-May-June edition misstated the year when James P. Hoffa became general president of the International Brotherhood of Teamsters. Hoffa took office in 1999.



NLRB Reaffirms Santa Barbara Ruling

By Dawn Hobbs
Special to the Communicator

The newly appointed National Labor Relations Board has reaffirmed that the perennially embattled Santa Barbara News-Press is guilty of bad faith bargaining and a wide array of other egregious labor practice violations.

Upheld by the board was a previous NLRB ruling – vacated by a federal court but now reinstated – that found the News-Press guilty of nearly 20 U.S. labor law violations, including the illegal termination of a bargaining committee member and unlawful layoff of another journalist.

At the same time, a member of the negotiations committee that unsuccessfully sought a first contract with the News Press after a 2006 GCC/IBT organizing victory, is moving forward with a wrongful termination lawsuit against owner and co-publisher Wendy McCaw.

And, one of the original “Santa Barbara Eight,” unjustly fired in 2007 for being a strong union supporter, won a Pulitzer Prize at another paper in April for stories on public education – the same beat he covered at the News-Press.

These developments come as the newspaper shows perilous signs of decline. It has gone from five sections to two. A once-bustling newsroom is described by insiders as a virtual ghost town — all but empty of the veteran, award-winning journalists who once worked there. Advertisements and subscriptions have dwindled and the paper, at one time a formidable money maker, is said to be struggling financially.

“It’s been sad witnessing this,” said Ira Gottlieb, GCC/IBT attorney. “But we will continue this struggle for as long as it takes to get in a first-time contract that affords the remaining employees the dignity and respect they deserve.”

The saga began when McCaw retaliated after editorial staffers voted overwhelmingly for union representation in 2006. She unfairly fired eight reporters for being strong union supporters, including two who consistently won national awards and were nominated for Pulitzer Prizes.

While the fired leaders – a total of 10 were ultimately terminated – pursued legal remedy, one of the “Santa Barbara Eight,” Rob Kuznia, moved south to the Torrance Daily Breeze. Kuznia and Breeze reporter Rebecca Kimitch and city editor Frank Suraci won a Pulitzer – the paper’s first – in April for stories on corruption at a nearby school district.

“This experience has been every bit as surreal as the ‘News-Press Mess,’ — only this is a dream and that was a nightmare,” Kuznia said.

Winning the Pulitzer, he said, was more than a personal achievement.

“I think of it as a stark reminder that strong local journalism isn’t just a luxury,” Kuznia said. “It’s an



Rob Kuznia, left, celebrates Pulitzer Prize for local reporting with co-winners Rebecca Kimitch and Frank Suraci of the Daily Breeze, Torrance, California. Kuznia was fired in 2007 by the Santa Barbara News-Press for supporting a GCC/IBT organizing drive.



PHOTO BY JOSE FUENTES/LOS ANGELES NEWS GROUP

essential component of a functioning community. Unfortunately, it’s endangered —in Santa Barbara and beyond.”

Gottlieb said the question of vigorous local journalism is central to the News-Press case.

“The News-Press situation is a serious example of why we need more great local journalism — free from the depredations of management that should treat journalists well as employees, honor their autonomy, celebrate their talent and determination and respect their right to gather together for job security and improvement.”

The recent NLRB ruling marks the fourth time the government has found the billionaire owner guilty of federal labor law violations. It also marks the ninth time she has changed law firms to fight workers’ rights.

The News-Press case was one of more than 100 that had to be reheard since the U.S. Supreme Court overturned President Barack Obama’s recess NLRB appointments in June 2014.

The new board upheld the prior board’s ruling that the News-Press has committed nearly 20 violations of federal labor law, including management admonishment of employees to not discuss the terms and conditions of their employment; continued failure to give annual merit increases; transferring unit work to non-unit employees; and interfering with, restraining and coercing workers who attempt to exercise their rights under the National Labor Relations Act. Additionally, the board upheld that the first member of the bargaining unit to be terminated was illegally fired and that the layoff of another reporter was also illegal. The NLRB ordered the company to offer both reinstatement and award them back pay. It also ordered that the company make whole the reporters who have not received merit increases and pay the union its bargaining expenses since 2007.

The News-Press appealed the NLRB ruling to the District of Columbia U.S. Circuit Court of Appeals – the same court that in 2012 shot down the reinstatement and back pay of the Santa Barbara Eight.

At the time, GOP appointees dominated the court and a panel of three conservative judges hearing the News-Press case effectively gave approval to labor law violations, in the view of union attorneys.

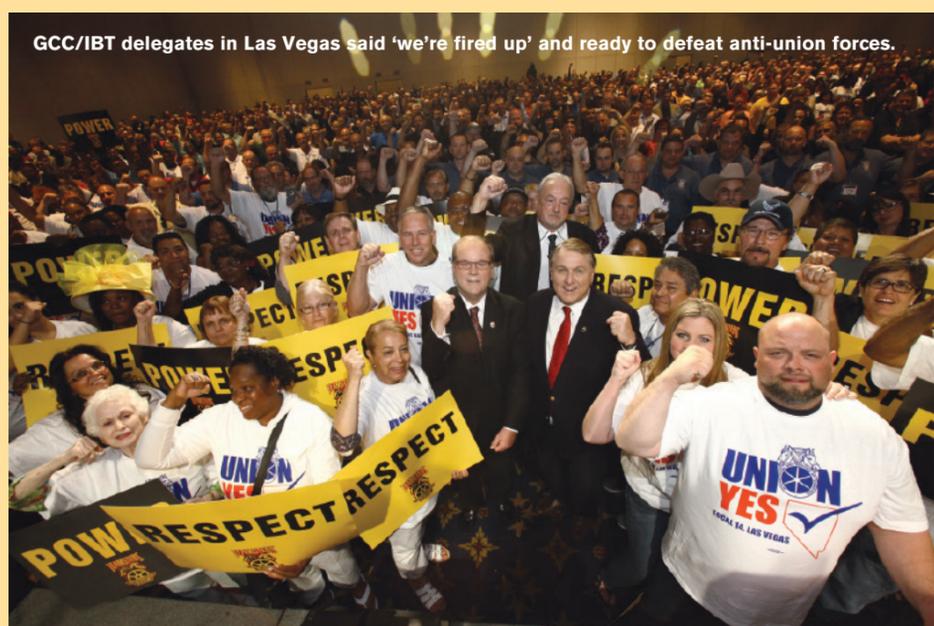
However, the court now has been realigned under the Obama Administration and GCC/IBT officials and lawyers are hopeful of a more positive outcome.

“We will fight this battle for as long as it takes,” said GCC/IBT President George Tedeschi. “Americans have a right to organize without fear of retribution. The courageous News-Press people deserve our support. We’re with them all the way.”

SANTA BARBARA NEWS-PRESS

FOES OF LABOR DETERMINED TO ‘TURN BACK THE CLOCK,’ HOFFA TELLS UNITY MEETING

In a powerful demonstration of union pride, GCC/IBT members and officials joined 16,000 other Teamsters at the annual Unity Conference in Las Vegas and heard General President James Hoffa pledge that right-wing forces would fail in attempts to undermine the labor movement. “These people are crazy,” Hoffa said. “They want to roll the clock back to 1890. We need to make sure we stand together. They are not going to get rid of us.” Despite the conservative push to pass right-to-work laws, limit union bargaining power and sway public opinion, GCC/IBT delegates said the Unity atmosphere was upbeat and optimistic. “It was a mood of motivation,” said Eddie Williams, vice president and secretary-treasurer of Local 527-S, Atlanta, and president of the North American Specialty Conference. “We’re fired up.” Also enthusiastic was Michael DeSola, recording secretary of Local 406-C, Long Island. DeSola said he valued the opportunity to exchange information with delegates from around the country and gain insights from Hoffa on union strength and the 2016 election season. “President Hoffa said the Teamsters gained thousands of members over the last year and felt labor was on the comeback,” DeSola recalled. “And he said we need to get another Democrat in the White House next year.”



GCC/IBT delegates in Las Vegas said ‘we’re fired up’ and ready to defeat anti-union forces.

IBT PHOTO BY FRED NYE

Union solidarity at a time when right-wing attacks on labor intensify. “We’re sticking together and weathering the storm,” said John Agenbroad, secretary-treasurer and chief executive officer of GCC/IBT District Council 3. “We’re the only voice left for working people.” Added GCC/IBT President George Tedeschi: “Nothing will silence us, nothing will hold us back.”

SELMA

"Oh, deep in my heart, I do believe
we shall overcome someday."

IBT Marches Again at 50th 'Bloody Sunday' Anniversary

By Fred Bruning
Graphic Communicator

This time, they crossed the bridge.

Marking the 50th anniversary of "Bloody Sunday" when police in Selma, Ala. beat civil rights demonstrators on the Edmund Pettus Bridge, a huge crowd from around the nation – including President Barack Obama – gathered to recall that troubling episode, celebrate progress and commit themselves to racial justice.

Teamster contingents were on the front lines – in 1965, and a half-century later. The Selma story has special meaning for the IBT.

After law officers brutally turned back protesters on March 7, 1965, President Lyndon B. Johnson intervened and, two weeks later, activists safely walked from Selma to Montgomery.

Shocked by the Bloody Sunday debacle, Viola Liuzzo, wife of Anthony "Jim" Liuzzo, a business agent for Teamsters Local 247 in Detroit, traveled to Alabama intending to aid Martin Luther King Jr. and the drive for equal rights.

Her devotion proved deadly.

On March 25, 1965, Liuzzo, 39, and the mother of five was murdered by members of the Ku Klux Klan as she drove on an isolated stretch of road with Leroy Moton, 19, another civil rights worker.

A tribute on the IBT website said the Liuzzos and their children "had always been a family with a purpose." Consistent with values of fairness stressed by the Teamsters, the Liuzzos "believed in racial equality, helping fellow union members in their struggle for economic justice or dignity on the job and fighting discrimination in all its forms as they had done all their life."

Active on social and political fronts in Detroit, Viola Liuzzo was a member of DRIVE— the Teamsters political and legislative arm – and an advocate for racial justice. "It came as no surprise to Anthony Liuzzo when his wife...called from the campus of Wayne State University, where she attended classes...to tell him she had to go to Selma, Alabama to assist the civil rights marchers," the Teamsters website said.

After his wife's death, Anthony Liuzzo said a strong personal philosophy drew Viola to Alabama: "Believing in people, whether they were white, black, Jew, or Gentile." In the highly praised movie, "Selma," released late last year, Liuzzo is portrayed by actress Tara Ochs. "I was just overwhelmed by the gravity of what she gave," Ochs told WXIA-TV in Atlanta. (For more on the "Selma" film, see "All the Best," Page 7.)

To honor Liuzzo's legacy and salute civil rights campaigners who braved danger in 1965, Teamster members and officials joined thousands of other Americans for an emotional walk across the Edmund Pettus Bridge.

Hundreds strong, the IBT contingent was headed by International Vice Presidents Al



Viola Liuzzo

Memorial event in Selma, Alabama had special meaning for Teamsters who recalled Viola Liuzzo, wife of an IBT official in Detroit. Mother of five drove south to aid civil rights demonstrators and, with another volunteer, was slain on lonely stretch of road by the Ku Klux Klan.

Mixon and Feline Buie, International Trustee Ron Herrera and members of the Teamsters Human Rights Commission, led by Chairman Antonio Christian.

Janice Bort, secretary-treasurer of Local 72-C, Washington, D.C., who serves on the IBT rights commission, said the Selma trip was stirring. "The crowd was really moved," Bort said. "It was a memorable and inspiring experience and one that made me proud to be a member of a labor organization dedicated to equality for all Americans."

In addition to taking part in what was called the "Bridge Crossing Jubilee," the Teamster group met with two of Liuzzo's daughters at a memorial marking the site on Highway 80 near Montgomery where their mother was gunned down.

"To gather in Selma 50 years after these historic events and honor those who put their lives on the line is truly moving, especially getting to spend time with the family of Viola Liuzzo, who gave her life for the civil rights movement," said Nixon.

As President Obama told the crowd in Alabama, the struggle for full equality continues – the movement goes on.

"If Selma taught us anything it's that our work is never done," Obama said.

Teamster online publications contributed to this story.

Income Disparity: This is America?

How bad is income inequality in the United States? New York Times columnist Nicholas Kristof noted recently that “the Wall Street bonus pool in 2014 was roughly twice the total earnings of all Americans working full time at the federal minimum wage.”

Astounding? You bet.

“You read that right,” Kristof continued, adding italics for emphasis. “Just the annual bonuses for just the sliver of Americans who work just in finance in New York City dwarfed the combined year-round earnings of all Americans earning the federal minimum wage.”

Even Republicans are finally beginning to express concern about the rich-poor discrepancy, so you know the situation must be dire. Kristof notes that GOP senator Mike Lee of Utah, a Tea Party favorite, lamented: “The United States is beset by a crisis of inequality.”

But, of course, the GOP does not want to offend its wealthy, big business supporters, or for a moment, quit hailing the free market as a kind of miracle cure.

Instead of backing measures that would provide millions of jobs rebuilding the nation’s ailing infrastructure or pushing for a significant hike in the minimum wage, or supporting financial safeguards aimed at reining in Wall Street and preventing another great recession, Republicans retreat inevitably to the old trickle-down mantra: Riches at the top eventually reach the lower regions of the economy.

Doesn’t work. Never has.

Ronald Reagan started the trickle-down scam in the 1980s and inheritors of his conservative fiscal doctrine have been echoing the The Gipper ever since. Results: a nation that once prided itself as a land of opportunity for all who worked hard now is edging toward a kind of feudal economy where the privileged pile up obscene amounts of money and millions struggle to survive.

Is this the nation we want? Is this America?

One of the craziest aspects of the status quo is that too many Americans vote against their own best economic interests.

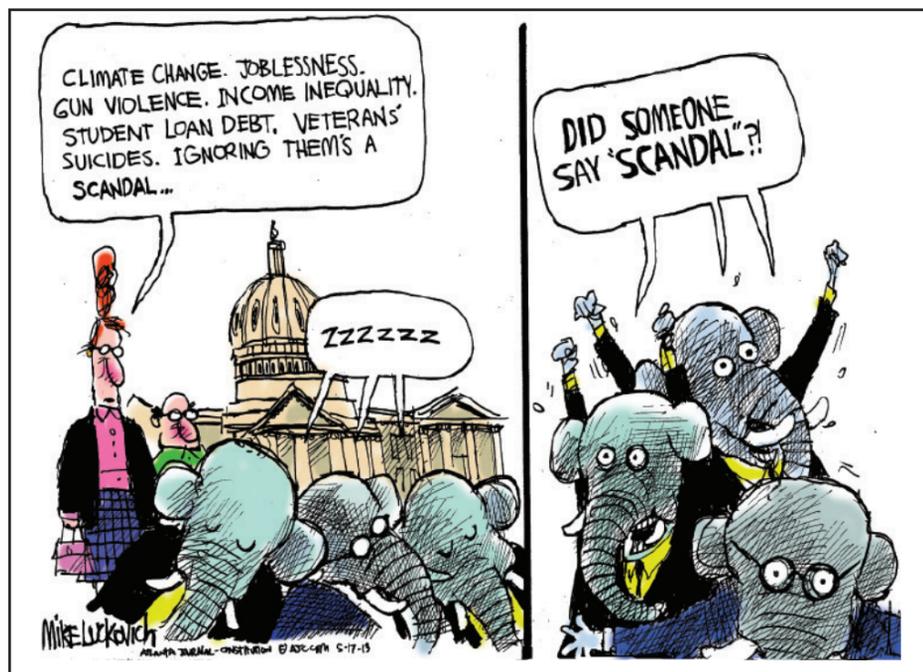
By emphasizing hot-button issues – gay marriage, abortion, gun control, school prayer, to name a few favorites – Republicans have lured many middle-class people, including union members, to the GOP camp. It’s a brilliant, if obvious, ploy that began with Richard Nixon’s notorious, race-based “southern strategy” and continues in more elaborate form today.

Why would a man or woman in the building or printing trades, for instance, back a party that caters to the 1 percent? Why would trade unionists favor politicians who pass right-to-work laws? What do working people gain when the House and Senate are dominated by those who demonize unions and seek to snuff the labor movement?

The modern Republican Party – dominated by right-wing zealots – relies on emotional appeals to lure the very people who will suffer most if the GOP’s you’re-on-your-own agenda is ever completely realized.

Shrinking the government to where it barely exists is a familiar GOP refrain. It is a ridiculous self-defeating idea – and, one might say, an anti-American idea, too. “Government of the people, by the people, for the people, shall not perish from the Earth,” proclaimed President Abraham Lincoln in the Gettysburg Address. The government is not our adversary. The government is us.

But to this generation of Republicans any collective enterprise – government or the labor movement – is viewed with suspicion. Rugged individualism is an admirable aspect of the nation’s history, yes, but so is the notion of “do unto others.” As union people, we are obligated to fight for the underdog and disavow policies that would cut taxes on the rich before feeding the poor. Others may have forgotten what America is about. Like Lincoln, we have not.



MIKE LUCKOVICH EDITORIAL CARTOON USED WITH THE PERMISSION OF MIKE LUCKOVICH AND CREATORS SYNDICATE. ALL RIGHTS RESERVED.

Point of View BY SAM PIZZIGATI

Make the Rich Pay Their Way

Atlantic magazine reported that Apple CEO Steve Jobs used to brazenly park in handicapped spaces and motor around without license plates. And why not? A \$50 or \$100 traffic fine would barely register as even a nuisance for a billionaire.

But what if traffic fines varied by income? In Finland — and other nations from Denmark to Switzerland — they do. “Sliding fee” fines in these nations give rich motorists reason to think twice before they speed or otherwise trample on community safety norms.

Judith Greene of the nonprofit group Justice Strategies says it might be time to try the same system here.

Reports that followed last year’s deadly police shooting in Ferguson, Missouri, Greene notes, revealed how local courts gouge poor people on fines for minor offenses. Instead of squeezing the poor, she says, we should make the privileged pay their fair share.

In Congress, Rep. Barbara Lee, D-California, has introduced a new version of her Income Equity Act, legislation to deny corporations tax deductions for any executive pay that runs over \$500,000 or 25 times the pay of a company’s most typical workers.

Under current law, corporations can deduct off their taxes whatever excessive sums they lavish on their execs, so long as they label these outlays “performance-based.” In effect, notes Lee, average working American families are now subsidizing windfalls for America’s most outrageously paid corporate chiefs.

Corporations in the United States haven’t historically had to reveal the pay ratio between their top execs and workers. But the Dodd-Frank Act enacted in 2010 includes a provision that mandates this disclosure.

Unfortunately, this mandate has never been enforced. The Securities and Exchange Commission, under heavy pressure from corporate lobbyists, has been dragging its feet on issuing the regulations that would enable the mandate’s enforcement. Last month 58

members of Congress sent the SEC a formal letter protesting the long delay and demanding action.

Why is Corporate America working so hard to kill executive-worker pay ratio disclosure? Look no further than Rhode Island for an answer.

There, State Sen. William Conley introduced legislation to direct state officials to start “giving preference in the awarding of state contracts” to business enterprises whose highest-paid execs receive no more than 25 times the pay of their median workers. A similar bill last year won a Rhode Island Senate majority, but never came up for a House vote.

Bills like Conley’s could quickly multiply if corporations actually had to follow the Dodd-Frank law and annually publish their top executive-median worker pay ratios. Overall, major corporate CEOs now pull in over 300 times the average American wage. Would reaping such taxes make a difference? Look at California.

No state has more billionaires. That hasn’t helped California kids much. Nearly a quarter of them, 23.5 percent, live in poverty, and the state is spending less on child care and preschool programs than it spent eight years ago, before the Great Recession.

That’s reason enough, proposes Roy Ulrich of the University of California-Berkeley’s Goldman School of Public Policy, for a state wealth tax -- an annual levy on household assets worth over \$10 million.

This net worth tax, adds Ulrich, should include penalties for substantially undervaluing or attempting to hide an asset. What sort of penalties?

One possibility: In India, if a taxpayer’s listed appraisal grossly undervalues an asset, the government can purchase it for the pony assessment price plus 15 percent.

That’s another nifty idea from abroad we might try doing here.

Veteran labor journalist Sam Pizzigati edits Too Much, a weekly journal sponsored by the Institute for Policy Studies about wealth and inequality. E-mail: editor@toomuchonline.org

Fed Hike: Danger Ahead

The Federal Reserve Board likely will begin raising interest rates later this year. For most investors, the move is downright dangerous.

Once interest rates start climbing they are likely to continue for several years. If that happens, the bond market is apt to get clobbered.

That's because the price you pay for a bond moves in the opposite direction of interest rates. As rates on new bonds rise, the price of older, lower-rate bonds drop. That means you'll lose money if you have to sell the bonds before maturity.

So don't jump into the bond market for a while.

For several years we have also suggested that dividend-paying stocks from strong companies were the safest bets. Prices of stocks had a decent chance of going up and dividends, likewise. In a number of cases, that is exactly what happened. Another advantage: The federal tax rate on dividends is only 20 percent – lower than the income tax rate for most Americans.

Still, investors are worried.

There is concern that the stock market – now at an all-time high – could have a “correction,” the Wall Street term for a drop of 10 percent or more in market indexes. If it happens, don't get panicked by pundits who say the sky is falling. Almost surely the heavens will hold.

A correction is just a normal adjustment the market makes often to slow itself down. Should a slump come later this year, hold tight and don't sell. You could lose a bundle in the long run.

Instead, do your homework. How much did you pay for the stocks? How much are they worth now? If the market falls, it doesn't mean your particular stocks have swooned. If your investments have gone down in value, determine exactly how much. Are you still ahead?

If you want to stay in the market and don't like individual stocks, try no-load S&P 500 index mutual funds. These are broad-based, “passively” managed funds which automatically track the S&P and have far less potential for violent swings than individual stocks.

Look for very low expense index funds that charge 0.5 to 0.15 percent. Over the long term, high expense funds that impose fees in the 1.5 percent-range can cost thousands of dollars. Stick with low-cost index funds. And remember: If there is market volatility later this year, all investments – including mutual funds – will be affected. If your bottom line drops, do not panic. Patience pays the biggest dividend.



Guest Spot

BY MARTY CALLAGHAN

Overcoming 'Us vs. Them'

When a problem arises at the bargaining table, there is no bigger help to unions and employers than the Federal Mediation and Conciliation Service. As a former GCC/IBT local president who now serves as an FMCS mediator, I know this for a fact.

Collective bargaining is an under-valued institution in this country. Most Americans don't realize the impact of the process. The reality is that when the parties approach the bargaining table in a spirit of good faith and mutual respect, the result can be a creative and collaborative process that provides answers to complex issues.

The FMCS can provide invaluable assistance. The agency has the insight, people skills and time-tested knowledge in negotiating techniques to assure progress during contract talks. We are able to assist labor and management in reaching mutually acceptable solutions in challenging circumstances.

As those in the print industry are aware, tough economic circumstances over recent years caused difficulties for labor and management. Negotiations between unions and employers, even those with good relations in the past, often are strained.

Under pressure, labor and management can regress to a hardened “us-versus-them” mentality. Today's stress-filled business environment calls for labor-management collaboration, not confrontation. Cooperation and trust are essential. Progress is impossible, otherwise.

FMCS plays a critical role in assuring settle-

ments that are fair to labor and management. I am proud to be part of that effort.

We provide training for employers and unions in the best practices that are essential to successful collective bargaining. The FMCS offers specific training programs aimed at improving union-employer relationships and thus the collective bargaining process. Many times, even before negotiations begin, we help the parties understand how better to communicate and to manage – or avoid – conflict

Not all labor-management conflict is negative. Sometimes tension allows both parties to make headway. However, unmanaged conflict is nearly always harmful. The sooner FMCS is contacted by the parties in negotiation, the better we are at assisting the parties manage the conflict that can occur during bargaining.

I am enthusiastic about my work and this agency. No organization in the country has a better record of helping parties manage labor-management disputes than FMCS. To locate a mediator in your area, go to FMCS.gov. We are at your service.

Marty Callaghan, former president of GCC/IBT Local 3-N, Boston, joined the Federal Mediation and Conciliation Service as commissioner in 2013.



All the Best

Video

Selma

Ava DuVernay, director

Little more than a half-century ago, a group of intrepid civil rights activists began a walk from Selma, Alabama, to Montgomery and were brutally attacked by police as they attempted to cross the Edmund Pettus Bridge. Director Ava DuVernay unsparingly explores the circumstances leading up to the Selma march and the event's enormous impact on the drive for racial equality. Among those portrayed is Viola Liuzzo, wife of Anthony Liuzzo, then a business agent for Teamsters Local 247 in Detroit. Shocked at the brutality in Selma, Liuzzo, mother of five, drove to Alabama only to be murdered there by the Ku Klux Klan. Her bravery will long be remembered. So will the place called Selma – and DuVernay's wrenching, necessary film. *Paramount, \$19.99/Amazon.com*

Music

Coming Forth by Day

Cassandra Wilson

The 100th anniversary year of Billie Holiday's birth has occasioned tribute performances, commemorative events and, fortunately, Cassandra Wilson's CD, “Coming Forth by Day.” Reinterpreting an artist of Holiday's stature is risky business but Wilson – a jazz giant, herself – nails it, no doubt. With her meditative, moody approach and inventive phrasing, Wilson summons Holiday's haunting style but never surrenders to mimicry or phony sentiment. On a disc that includes classics like “You Go to My Head,” “All of Me,” and “The Way You Look Tonight,” no song more evokes the heartbreaking perfection of Holiday – whose life was filled with tribulation – than Wilson's interpretation of the anti-lynching anthem, “Strange Fruit.” This is an album worthy of Billie Holiday – respectful, inventive, outstanding. *Legacy, 11.88/Amazon.com*



Print

The Great Divide

Joseph Stiglitz

Increasingly, the United States is becoming a nation of the absurdly rich and everyone else. As union leaders have warned for more than a decade, the middle class is shriveling while the fortunate few – those in the 1 percent – control increasing amounts of cash and political clout. In his readable and important book, Nobel Prize-winning economist Joseph Stiglitz explores the country's two-tier dilemma – how it happened and how to get our priorities back in order. Many of the ideas presented in this collection of essays and magazine pieces are familiar – increase taxes on the wealthy, aid poor children so that they have a chance to thrive, assist homeowners instead of banks, reject European-style austerity – but still demand urgent consideration. The irony, Stiglitz says, is that the policies of greed will, sooner or later, undercut a system that makes great wealth possible. If that doesn't give pause to conservative, free-market zealots, what will? *\$19.61, W. W. Norton & Company/Amazon.com*

Internet

American Labor Studies Center

www.labor-studies.org

The American Labor Studies Center is dedicated to bringing the story of organized labor to schools across the nation – a noble mission in a country where union history often is overlooked. While the ALSC website is a great resource for students and teachers, it also has plenty of material for union members. We need it. Sad but true, our own people sometimes know little about the movement that guarantees decent pay and work conditions. Here is a chance to catch up. Let's do it!

Unions Must Meet R-T-W 'Head On'

Among the greatest threats facing organized labor are right-to-work laws on the books in 25 states. Not satisfied with holding half the country, conservatives like the billionaire Koch Brothers and their political allies are eager to conquer even more ground. At the GCC/IBT North American Newspaper Conference in May, officials urged local leaders to meet the challenge head-on by talking to members – and non-union folks – about the disastrous effects of “right-to-work-for-less” legislation.

Here are important points from a handout distributed to NANC delegates:

- Politicians pushing the right-to-work agenda are repaying corporations for campaign contributions.
- Right-to-work supporters are the same people who backed the North American Free Trade Act (NAFTA) and Wall Street deregulation.
- Though backers say right-to-work is about workplace freedom, it's really about weakening unions and, as a result, working people.
- Workers typically make \$5,500 less a year in right-to-work states.
- Union bargaining power is diminished.
- When bargaining power is lost, benefits like health care coverage and retirement benefits are in peril.
- With less union influence, workplace safety can become an issue.
- What can you do? Call elected officials and demand they oppose right-to-work.

Speaking to delegates at the NANC meeting in Scottsdale, Arizona, GCC/IBT organizers Rick Street and Rickey Putman urged local leaders in right-to-work states to conduct



Organizers Rick Street (left) and Rickey Putman say local GCC/IBT leaders in right-to-work states must focus on recruiting employees who benefit from union representation without becoming members.

“internal organizing” in an effort to bring aboard non-union workers. “Right-to-work” laws allow employees to enjoy union representation without joining the union or paying dues – “freeloading,” Street said – and union representatives must not surrender to the system. “In right-to-work states, we must organize in the plant,” Street said.

Those states are: Arizona, Arkansas, Florida, Georgia, Idaho, Indiana, Iowa, Kansas, Louisiana, Michigan, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin, Wyoming.

In 1939, Eleanor Roosevelt, wife of President Franklin Roosevelt, said right-to-work “does nothing for working people, but instead gives employers the right to exploit labor.” Not much has changed, says a statement on the Teamsters website. “...we are not fooled. Right to Work takes away the freedoms – and paychecks – of workers everywhere.”

In Visit to NANC, Callaghan Hails Mediation Service

By Zachary Dowdy
Special to the Communicator

As president of GCC/IBT Local 3-N, Boston, and executive board member of the North American Newspaper Conference, Marty Callaghan was a familiar figure at annual NANC meetings for more than 20 years. In May, he was back – but in a new role.

Two years ago, Callaghan, 53, became a Boston-based commissioner of the Federal Mediation & Conciliation Service – a job consistent with the former union official’s reputation for civility, good humor and expert negotiating skills.

Callaghan’s visit to the NANC event at the Chaparral Suites conference center in Scottsdale, Arizona, was his first since starting the federal job.

In casual conversations outside the meeting hall, he greeted former colleagues and wished them well. At a morning session of NANC delegates, Callaghan was all business.

Gone was his trademark polo shirt with the GCC/IBT emblem. Commissioner Callaghan addressed the crowd in suit and tie.

He emphasized the impartial approach demanded of FMCS personnel and urged local leaders to take advantage of the agency’s services.

“Our services are prepaid by your federal tax dollars,” he said to the delegates, noting FMCS monitors 12,000 collective bargaining agreements. “We are free of charge,” Callaghan said. “We can be very useful and we think we can be very, very productive.”

To insure impartiality, the FMCS does not assign Callaghan to disputes within the newspaper industry but it was clear his attachment to the field remains strong.

“You can take the boy out of the newspaper business but you can’t take the business out of the boy,” he said. “It’s something that I still follow quite a bit.”

Callaghan discussed a recent Pew Research Center study indicating that newspaper readers remain loyal to the print product and that only a small minority of news consumers rely strictly on digital devices for their daily measure of current events. Even in the digital age, Callaghan said, newspapers must “continue to print” if they hope to survive.

Callaghan’s love for newspapers began at an early age.

As a teenager in 1978, he took a paper handler’s job at the Boston Globe, became an apprentice press operator in 1986 and journeyman four years later. Along the way, he earned a bachelor’s degree in labor studies at the University of Massachusetts Boston and completed the Harvard University Trade Union Program in 1999.



Marty Callaghan (third from left), former president of Local 3-N, Boston and now a Federal Mediation & Conciliation Service commissioner, was greeted by old friends at the NANC meeting in Scottsdale, Arizona. Welcoming Callaghan were NANC officers (l-r), Judy Diamond, recording secretary; Joe Inemer, president; John Heffernan, vice president; and Kevin Toomey, secretary treasurer. ‘You can take the boy out of the newspaper business but not the business out of the boy,’ Callaghan said.

Callaghan served as 3-N president for 18 years before leaving to take the federal job. “It’s still collective bargaining,” Callaghan said, referring to his FMCS responsibilities. “I look at it as rather than being an advocate for one side or the other that I’m an advocate for the process.”

Callaghan said he enjoys the varied nature of the job – and the opportunity to perform a public service. “The best part is meeting people from different industries,” he said.

NANC delegates gave Callaghan an enthusiastic round of applause after his speech – tribute to a good friend who never forgot his roots.

“Invite me back,” Callaghan said.

The crowd left no doubt: Marty Callaghan was always welcome.

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

Don't Fall for Double-Talk from Fanatics of Far Right

By Thomas J. Mackell Jr.

The move to pass right-to-work laws around the country is gaining momentum. Conservative elected officials in state legislatures – many with strong ties to the right-wing American Legislative Exchange Council (ALEC) – are hell-bent on doing away with unions.

Successful right-to-work initiatives in Michigan, Indiana and Wisconsin were humiliating to workers and their unions and, in the long run, will dramatically increase the suffering of middle-class families.

At least a half-dozen other states are considering similar anti-labor legislation.

The big-money backers of these campaigns say they want only to bolster individual rights – the sort of double-talk that has become a familiar ploy of the conservative fringe. Their “civil rights” claim is bogus and couldn’t be further from the truth.

It is hard to believe that a sizable number of Americans – many of them working people – are cheering on the sidelines and praising these accomplishments. Particularly egregious is right-to-work sentiment in states with a history of protecting workers, fighting for economic justice and being in the forefront of the labor movement. Michigan appeasing anti-union forces? Wisconsin? Sad and outrageous.

The Holocaust survivor and great humanitarian Elie Wiesel once said: “I swore never to be silent whenever and wherever human beings endure suffering and humiliation. We must always take sides.”

In the struggle to help the union movement survive, we must follow Wiesel’s admonition and take sides. The opponents are formidable – billionaires who use their enormous wealth to advance a right-wing agenda.

And that agenda is alarming.

The conservative wish list amounts to an assault against everyday Americans:

Repeal the Affordable Care Act. Reduce veterans’ benefits. Destroy the U.S. Postal Service. Block minimum wage hikes. Privatize Social Security. Undercut Medicare and Medicaid. Undo financial reform. Demonize teachers and other public sector employees in hopes of killing their unions. Impose tax breaks for the richest Americans.

That is only the start of a stealth attempt to unravel the social safety net – the noble idea that we all are obligated to help one another – and snuff the American Dream.

We must fight this with all of our fiber. If ALEC and the Koch Brothers and their eager allies on Capitol Hill succeed, ours will be a nation only of princes and paupers.

Since we cannot match their money, we have to be more creative and resolute.

We have to go well beyond political contributions and appeal to the sense of justice and equity inherent in the American character.

Donald “D” Taylor, international president of UNITE HERE, said recently:



“We replaced our old House of Horror with this Sweatshop Tour.”

“Politics are important, but I think the most important thing is organizing workers and mobilizing workers. Mobilizing workers we represent, as well as those we don’t represent – because they’re both getting screwed.”

It is time for action. Organized labor – and all progressive Americans – must recommit to the cause of social and economic justice. We must show the privileged “1 percent” the potency of people power. We must protect what unions have won for workers over the last century. Our economic lives depend on it.

Take up the fight!

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.” A version of this essay originally appeared in the NH Labor News of New Hampshire and is reprinted with the author’s permission.

EVEN IN DIGITAL AGE, NEWSPAPERS – THE KIND YOU CAN FOLD! – STILL FAVORITE OF MOST READERS

Newspapers heading for obsolescence? Don’t hold your breath.

A study by the prestigious Pew Research Center contradicts the broadly held notion that newspapers are on life support and in danger of being replaced – at any moment! – by online services.

“Despite widespread talk of a shift to digital, most newspaper readership continues in print,” said Pew researcher Michael Barthel in a study called, “State of the News Media 2015.”

The reassuring message was echoed by Marty Callaghan, former president of GCC/IBT Local 3-N, Boston, at a meeting of the North American Newspaper Conference in Scottsdale, Arizona.

“If newspapers want to stay in business they will have to continue to print,” said Callaghan, now a commissioner with the Federal Mediation & Conciliation Service.

Barthel cites figures that should cheer fans of the print product:

- 56 percent of newspaper consumers read only the paper product.
- 11 percent of those favoring newspapers sometimes read the product online.
- 5 percent of consumers read newspapers only on line.

Encouraging information, yes, but without question newspapers are under pressure, the report points out.

The Pew study showed that weekday and Sunday circulation fell approximately 3 percent from 2013 to 2014. Papers with more than 500,000 circulation – what Pew calls “top tier” publications – decreased 4 percent in 2014.

And, in fact, the digital audience for “top tier” papers far exceeds newspaper readers.

For instance, said Barthel, the New York Times had an average weekday



print circulation of 650,000 in September, 2014. Meanwhile, the paper’s website attracted 54 million “unique” – that is, individual – visitors.

But, the Pew report notes, the average Times website visitor devotes only 4.6 minutes to reading online material – and that negligible amount is more than readers of other major digital newspaper sites.

“...most online newspaper readers are ‘flybys,’” said Barthel, “...and so may not think of the experience as ‘reading a newspaper’ but simply browsing an article online.”

What about the revenue?

Newspapers still aren’t making much from the digital product.

Despite “massive” online traffic numbers, Barthel said, “only a small portion of newspapers’ revenue comes from digital advertising.”

The reason is obvious: “Most newspaper reading still happens in print,” the Pew study showed.

So while newspaper people know newspaper circulation is shrinking, the industry is not about to go away. And, as Callaghan pointed out, the print product remains essential – for the reader and economic survival

At the NANC meeting, GCC/IBT President George Tedeschi summed up the situation.

Technological advances will continue, he said, and newspaper workers and union leaders must adapt to the digital age. “Be smart,” he urged.

But, said Tedeschi, newspapers remain a vital part of American culture, and provide an indispensable public service. As the Pew report indicated, a large and loyal newspaper audience remains.

“I believe we are going to be around for a long time,” Tedeschi said.

Midwest Union Leaders Vow No Surrender to Walker's Ultra-Conservative Agenda

By Dawn Hobbs
Special to the Communicator

Although Republican Gov. Scott Walker turned labor-friendly Wisconsin into a right-to-work state, Midwest GCC/IBT leaders refuse to give an inch to the ultra-conservative presidential hopeful and his anti-worker agenda.

In a proactive approach designed to counter the effects of anti-union legislation, GCC/IBT District 1 officials in Milwaukee held a training session aimed at preparing stewards to organize more aggressively and build membership through education and a sense of common purpose.

GCC/IBT organizer Rick Street, who conducted the spring session, said action is essential.

"We can sit back and complain that right-to-work is bad for us and that maybe the voters will come to their senses and revoke it," Street said. "We can quit, give up, do nothing and watch our wages and benefits decline. Or, we can stand with our sister and brother members and organize our shops to deliver a clear message that this is our union and that you 'Mr. Boss Man' and your hired guns can't take it away from us."

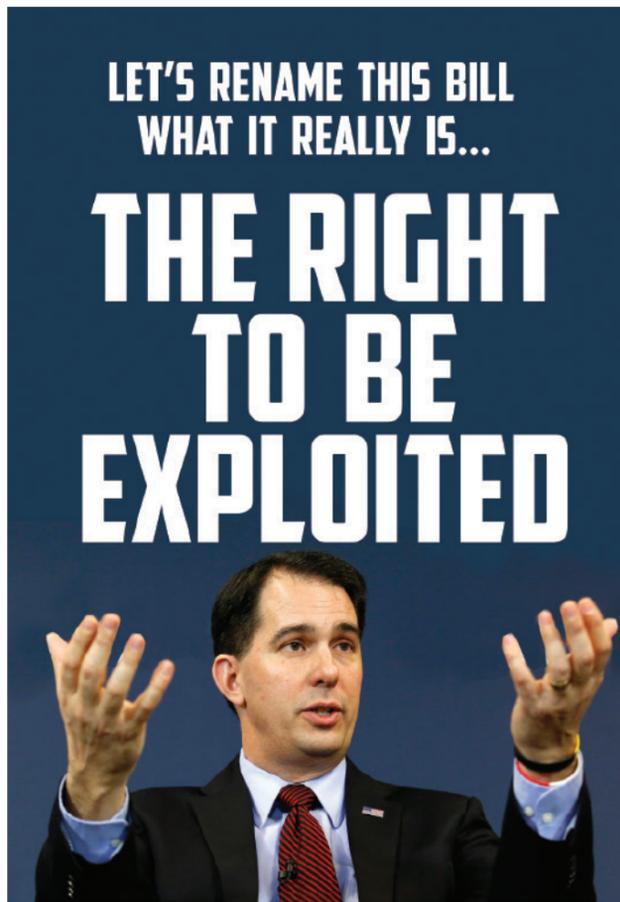
Right-to-work laws allow employees to opt out of paying union dues while enjoying the benefits of a collective bargaining agreement. Critics contend it places an unfair financial burden on unions, mandated by law to represent all workers covered under a contract.

Programs of the sort initiated by DC1 drew praise from GCC/IBT President George Tedeschi.

"We face an anti-union environment in many parts of the country these days," Tedeschi said. "It is clear the enemies of organized labor like Scott Walker intend to keep up the pressure. They want nothing less than to destroy the union movement. Efforts like the one initiated by DC1 show we will never surrender and, in the long run, that we will prevail."

DC1 officials took note of how District Council 3, based in Cincinnati, preemptively dealt with right-to-work legislation passed in Indiana in 2012 and Michigan in 2013. To date, only one member, out of 1,750 workers covered by GCC/IBT contracts in the DC3 region, has opted out of paying dues – a testament, officials said, to the effectiveness of stewardship training.

Perry Kettner, newly elected secretary-treasurer of DC1 and president of Local 577-M, Milwaukee, said he organized the training to educate stewards about "the value of acting in unison."



Wisconsin's right-to-work governor, Scott Walker, has pushed an anti-union agenda to assure conservative support and further his political ambitions.

"We need to reach out to our members and remind them the value of the contract, the value of the union, and how the union has been the reason we've been able to provide a good living for our family," Vogel said.

Along those lines, Kettner said DC1's spring training session – where the emphasis was on solidarity, personal relations and organizing principles – was so successful that a summer training event is in the works.

"Everyone was pretty energized when they walked out," he said. "And they continue to be energized – there's a buzz in the shops now."

If anyone is interested in scheduling a training to start an internal organizing campaign at their shop, local or district council, contact a GCC/IBT organizer through the office of President Tedeschi. For information call: 202-624-8991.

Kettner said he considered it a vital obligation of union leaders "to educate people about the power they have in their own hands to affect their everyday lives in the workplace."

Approximately 30 stewards from GCC/IBT locals 77-P, Neenah, 577-M, Milwaukee, 1-B, Twin Cities and one from outside the district, 1-M, St. Paul, attended the initial session led by Street.

Training focused on how the union needs to move from a service model to an organizing model – that is, from reacting to contract violations through union officials filing grievances to empowering members to internally organize their shops and to take ownership of the union.

Workers learned the importance of mapping their workplace to identify areas of strong support and where it needs work; how to spot potential leaders and get them involved; and how to engage co-workers in conversation to educate them about the union's role, pinpoint issues they can rally around and help them understand the significance of participation and the power of a unified voice.

Attendees said they not only learned practical skills but gained confidence that the international union was behind them.

"With the international sending someone out to offer training, it really shows the unity between the locals and the international – and that we are all in this together," said Jeff Vogel, a member of 577-M, who serves as a shop steward at Arandell, a printing, marketing and mailing business outside Milwaukee.

At the local level, Vogel said, it is imperative that union leaders maintain frequent contact with the rank-and-file.

EASTERN CONFERENCE STRESSES THEME OF 'SERVICE TO WORKING PEOPLE'

Educational themes dominated the annual meeting of the North American Eastern Conference in Atlantic City and officials said the emphasis on information reflected a commitment to member service and focus on organizing efforts.

Speakers, including GCC/IBT President George Tedeschi and Secretary-Treasurer/Vice President Robert Lacey, stressed the need for a common sense of purpose.

"It was a great meeting with plenty of enthusiasm," Tedeschi said. "Delegates were engaged, inquisitive and eager. With this sort of spirit we will move forward and strengthen our union for the future."

Patrick LoPresti, eastern conference president and leader of Local 1-L, New York, said the message was powerful and well-received.

"We should always be conscious of making the labor movement better serve working people," LoPresti said.

Among the speakers urging union solidarity was Angelica Santomauro, executive director of the American Labor Museum/Botto House National Landmark, Haledon, New Jersey.

"She gave a great speech," said Harry Selnow, eastern conference vice president and president of Local 612-M, Caldwell, New Jersey. "She made the point that we should unite, fight, organize and bring more people into the labor movement."

Selnow noted that Teamster members from IBT Joint Council 73, Springfield,



New Jersey, and representatives of the Teamster's Newspaper, Magazine, Electronic Media Workers Conference joined GCC/IBT delegates at the meeting – an encouraging sign of mutual support.

Also on the agenda was Math Wenner, administrator of the GCIU-Employer Retirement Fund. Wenner updated delegates on pension-related matters and underlined the need for labor activists to be informed – as labor representatives and citizens. "I have always looked at these talks as an opportunity for education," he said.

Delegates also heard presentations by officials from the Federal Mediation and

Conciliation Service and an advisor from the financial planning firm of Atlanta Sosnoff Capital. Other speakers were John Agenbroad, chairman of the Inter-Local Pension Fund and secretary-treasurer and executive officer of GCC/IBT District Council 3; and Tom Kennedy, who serves as attorney for the Inter-Local Pension Fund and Local 1-L.

Eastern conference recording secretary Janice Bort, Local 72-C, Washington, D.C., said delegates came away from the meeting with renewed determination. "The mood was optimistic," she said.

With program items that included bargaining strategy, pension funds, medical coverage, and organizing ideas, the meeting May 4-5 at Harrah's Resort, met goals set by eastern conference leaders, LoPresti said.

"Issues were thoroughly discussed. We learned from one another."

'GOOD CONTRACT, HAPPY WORKERS'

GCC/IBT Local 24-M/9-N, Pittsburgh, recently negotiated a contract for approximately 42 workers at Tecnocap, a company in Warren, Ohio that manufactures caps for glass and plastic containers.

The contract provides a 3.25 percent wage raise the first year, a 50-cent increase across the board the second year, and a 2.75 percent increase the third. Prior to bargaining, the union granted the company a one-year extension, during which time the company agreed to a 3 percent raise and a \$150 per month, per employee, contribution to health care premiums.

Company health care contributions will continue at \$125 per month per employee for the first year of the contract and then a 60/40 company-employee split for the second and third years.

The company health care contribution amounts to approximately \$7.70 per hour, per employee, said Chris Lang, president of GCC/IBT Local 24-M/9-N.

"It's a good contract," Lang said. "The negotiations were tough for the economics but we got above what a lot of people have been getting with the raises and contributions. The workers are happy."

Lang said contracts were also recently ratified at four smaller shops—Allegheny Commercial Printing, Pittsburgh; Tgraphics, Charleston, West Virginia; Masters Ink, Canonsburg, Pennsylvania; and Valley Printing & Design, Johnstown, Pennsylvania – that provided raises and improvements in health care coverage.

DC2 VICTORY: 'BETTER WAY OF LIFE'

Workers at Sacramento Container Corp. voted to join the GCC/IBT in a recent rerun election at the corrugated box plant – a victory for employees and District Council 2.

An administrative law judge ordered the new union election at the McClellan Park, California plant after finding the company harassed and intimidated employees during the previous organizing campaign.

Workers said they were cheered by the prospect of union representation.

"My wife is a Teamster and we want a better way of life and something to be proud of," said James Sawyer, one of approximately 100 Sacramento Container workers in the new GCC/IBT unit.

Union officials and members said they are preparing for negotiations on a first contract that will bring decent wages, health care and a voice in the workplace.

"I want my rights protected and to have better health care and wages to make sure my family is okay," said Chris Macharro, another employee. "I want to have a say in plant operations and safety and have an input in decision making. We need fair and equal treatment for everyone and to no longer be at-will employees."

DC2 Secretary-Treasurer Clark Ritchey said he is looking forward to representing workers at Sacramento Container.

"We want to give them the ability to make a living wage and get the benefits they are entitled to as human beings," Ritchey said.

ON THE 'UPSIDE' IN ST. LOUIS

Members of GCC/IBT Local 6505-M, St. Louis, recently ratified contracts at Cenveo Corp. and the Nies printing firm, two of the area's major commercial plants.

Approximately 100 workers are represented at Cenveo, of Eureka, Missouri, where "continuous run" language was a central issue, according to Mike Congemi, president of 6505-M.

"It's also called continental scheduling, where a shop is open seven days a week and they work 12-hour days, one week for three and another for four," Congemi said. "It's quite a controversial issue when plants first start doing it because it goes against our traditional overtime."

On the upside, Congemi said, the need for "continuous run" language points to increased business. "The good thing is that it means they have a lot of work when they want to go to this schedule."

GCC/IBT representative Nick Caruso helped negotiate the Cenveo contract, which includes wage increases and an acceptable health care plan.

At Nies, an RR Donnelley company, where there are approximately 20 members, health insurance was a significant issue "The company really wanted their corporate insurance, but we believe we have something better," Congemi said.

GCC/IBT secretary-treasurer Bob Lacey helped negotiate the Donnelley contract, which includes union health care and wage increases.



HONORING MONTANA LABOR HISTORY

GCC/IBT Local 242-C, Missoula, Montana is making its mark in the mining city of Butte, known as "the Gibraltar of Unionism" since the late 1800s.

The local is sponsoring a display at the Butte Labor History Center related to the historic 19th Century union organizing victory known as the "Bluebird Incident."

"Butte is a city with a proud history and excellent museums and historical organizations that tell its stories," said Perry Gliessman, secretary-treasurer of 242-C.

The museum, which opened June 13, known locally as Miner's Union Day, features displays of photographs and historical reports on Montana's labor history from 1887 to the present.

On June 13, 1887, members of the Butte Miners' Union marched to the Bluebird Mine and convinced unaffiliated workers to shut down operations for the day and register at the union hall.

The "Bluebird Incident" guaranteed the town's mines would be designated a "closed shop" employing only union members.

In another salute to local labor history, Local 242-C contributed a brick engraved with the union's name to the Granite Mountain Mine Memorial, also in Butte.

A blaze ignited by a carbide lamp on June 8, 1917, took the lives of 168 miners. The Granite Mountain disaster remains the most deadly event in underground hard rock mining in the country. A strike ensued as a result of the disaster.

Funds from the purchase of a brick are used to maintain the memorial and ensure access to the site.

ROCHESTER LOCAL MAKES A DIFFERENCE

Spring was a productive season for Local 503-M, Rochester, New York.

President Mike Stafford said the local signed a three-year contract with its largest shop, Hammer Packaging, which employs approximately 300 members.

The pact guarantees annual wage increases and includes a reasonable health care deal, Stafford said. Members at the West Henrietta, New York, facility ratified the contract May 1.

GCC/IBT leaders often say that it is important for unions to be "good neighbors" and 503-M officials said they are especially interested in community outreach.

"It's important to give back to the community and show that the union doesn't just represent members, but is also doing behind-the-scenes things to help out the community," said Tom Trapp, 503-M, secretary-treasurer and organizer.

In its latest effort, 503-M held a fundraiser golf tournament for Isaiah House, a hospice center in the city.

Approximately 60 attended the June 7 event, which included a golf tournament, raffles and a dinner – and raised about \$1,800 for the hospice center.



Paul Kawecki, member of Local 503-M, shows putting style at golf tournament aiding Rochester, New York, hospice center.

PHOTO BY TOM TRAPPI/LOCAL 503-M

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

Les syndicats doivent « recruter sous peine de mourir » estiment les dirigeants de la CCG-FOT présents à la NANC

Par Fred Bruning
Graphic Communicator

Scottsdale, Arizona – Invoquant l'urgence de « recruter sous peine de mourir » les dirigeants syndicaux ont affirmé aux délégués de la Conférence des journaux nord-américains (NANC) qu'en dépit d'une embellie économique et de la reprise de l'emploi aux États-Unis, la CCG-FIT – et le mouvement syndical en général – doit grossir ses rangs si elle veut survivre aux attaques antisyndicales et à l'acharnement des conservateurs pour faire passer les lois sur le droit de travailler.

« Recrutez dans votre section locale et votre conseil de district, a déclaré George Tedeschi, président de la CCG-FIT. C'est ainsi que nous allons survivre. »

Les dirigeants conviennent que le recrutement n'est pas aisé mais qu'il est essentiel.

« Notre rôle de dirigeants syndicaux n'a jamais été aussi ardu, estime Robert Lacey, secrétaire-trésorier et vice-président de la CCG-FIT. Nous ne nous sommes jamais soustraits à une bataille et l'avons toujours emporté. Faites le nécessaire – recrutez. »

Pour Ron Pineda, président du comité organisateur de la NANC et ancien président de la section locale 140-N de Los Angeles, le recrutement de la CCG-FIT doit déborder des cadres traditionnels. « Nous devons nous aventurer en dehors des journaux, faute de quoi nous cesserons d'exister. Sans recrutement, c'est la mort assurée. »

Mais il faudra bien plus qu'une augmentation des membres pour survivre.

Étant donné les offensives incessantes que mènent les républicains conservateurs contre les négociations syndicales, les dirigeants des sections locales doivent exhorter leurs membres à s'engager politiquement et à ne pas trop se laisser distraire pour les sujets soi-disant « brûlants » comme le contrôle des armes à feu, la prière à l'école et le mariage gai, qui attirent souvent

les électeurs de la classe ouvrière dans le camp républicain.

« Nous devons inciter les membres à voter – et à bien voter, a déclaré R. Lacey. Le vice-président de la CCG-FIT a rappelé qu'à l'époque où il dirigeait la section locale 571-M à Evansville, Indiana, il avait dit aux propriétaires d'armes à feu prorépublicains que « l'important c'est de mettre de la nourriture sur la table. On ne peut pas manger son arme. »

Le fait de « bien » voter peut aussi avoir des répercussions sur les nominations présidentielles – un aspect essentiel mais souvent négligé, a estimé G. Tedeschi.

Les nominations de la Maison-Blanche au Cabinet, parmi les juges et dans de grands organismes comme le Conseil national des relations du travail doivent être confirmées par le Sénat. Selon G. Tedeschi, un Sénat défavorable peut freiner les progrès, comme le président Barack Obama en a fait l'expérience.

Les rangs du Conseil national des relations du travail sont complets, mais plus d'une centaine de nominations faites par Obama attendent que les comités du Sénat agissent. « Les républicains bloquent tout », a-t-il indiqué. Il a fallu, par exemple, des mois de querelles politiques pour que le Sénat finisse par confirmer la nomination de Loretta Lynch au poste de procureure générale des États-Unis, même si ses compétences supérieures étaient largement reconnues.

À l'approche des élections présidentielles de 2016, G. Tedeschi a exhorté les syndiqués à s'intéresser aussi aux courses à la Chambre des représentants et au Sénat, et pas seulement à celle pour la Maison-Blanche.

« Ces gens qui ont un impact sur nous en tant que dirigeants syndicaux et des milliers de membres ainsi que leurs familles, a précisé G. Tedeschi. Je ne pense pas que les gens réalisent l'importance de ces nominations. » Évoquant à nouveau les enjeux pour le Conseil national des relations du travail, G. Tedeschi a indiqué que

les républicains aimeraient porter de cinq à six le nombre des membres de l'organisme – il y a actuellement trois démocrates et deux républicains – pour faire pression en cas d'impasse sur les lignes des partis et quand « rien ne bouge. »

Il a demandé aux membres de ne pas se laisser distraire par les débats des républicains sur des sujets comme les courriels de Hillary Clinton, les dons à la Fondation Clinton et l'attaque en 2012 du consulat américain de Benghazi, en Libye. « Nous devons nous soucier des conditions de vie des Américains. »

Le travail de sape mené par l'aile droite contre les travailleurs syndiqués menace non seulement le mouvement syndical mais ce qui fut à un moment donné la classe moyenne dynamique des États-Unis, ont observé les invités et les délégués au centre de congrès Chaparral Suites où la section locale 100-M de Toronto a organisé la 58e assemblée annuelle de la NANC en mai.

Et sans doute n'y a-t-il rien de plus menaçant pour les syndicats que la prolifération des lois sur le droit de travailler – « le droit de travailler pour moins », comme les participants à la NANC n'ont cessé de décrier les lois qui permettent aux travailleurs de refuser l'affiliation et les cotisations syndicales, même s'ils bénéficient d'une représentation.

Joe Inemer, président de la NANC et de la section locale 16-N de Philadelphie, a déclaré que les syndiqués de tout le pays doivent s'opposer au tout puissant droit de travailler. « Vous devez mobiliser vos gens pour qu'ils s'opposent au droit de travailler », a-t-il dit aux dirigeants des sections locales.

Le droit de travailler pose sans cesse des défis aux sections locales. Comme l'a expliqué Steven Ryan, président de la section locale 543-M d'Omaha, il doit, en tant que leader syndical dans un État favorable au droit de travailler, « lutter sans cesse » pour empêcher que ses membres ne fassent défection et s'abstiennent de payer leurs cotisations. Ce qui n'empêche toutefois pas, a-t-il

Élections de la CCG-FIT : Les bulletins de vote pour les élections quadriennales des dirigeants et des membres du conseil général de la CCG-FIT seront postés le 17 février 2016 et devront être retournés au plus tard le 23 mars 2016 à 8 h 30. Les membres peuvent recevoir les avis d'élections en français ou en espagnol en communiquant avec le siège social de la CCG par téléphone au 202-508-6660, poste 6664 ou par courriel à gccvote@gciu.org

précisé en entrevue, les travailleurs non syndiqués de demander régulièrement de l'aide quand ils ont des problèmes avec la direction. « Ils s'attendent toujours à être représentés. »

En plus d'être préoccupés par la perte de revenus, les dirigeants syndicaux qui sont confrontés au droit de travailler savent que l'entreprise va chercher à exploiter les moindres faiblesses à la table de négociations, comme l'a affirmé S. Ryan en entrevue. Rick Street, organisateur de la CCG-FIT, a ajouté que la persistance des plaintes à propos des cotisations amène souvent les membres à faire défection. « Ce n'est qu'une question de temps. »

R. Street et l'organisateur Rickey Putman ont exhorté les participants à « recruter en interne », autrement dit à faire un effort spécial dans les États où le droit de travailler est une réalité afin de convaincre les employés réticents de rester avec le syndicat ou de rejoindre ses rangs. « Vous devez organiser l'usine », a indiqué R. Street.

Délégués et invités ont reconnu que les travailleurs syndiqués sont confrontés à de nombreux périls, mais la CCG-FIT et sa Conférence des journaux on su faire preuve de résilience, et les dirigeants ont promis de relever les défis à venir.

« Ce n'est pas encore demain qu'on va nous déloger », a déclaré le président Tedeschi.

Líderes de NANC urgen esfuerzos para organizarse y contrarrestar ataques antisindicales

Por Fred Bruning
Graphic Communicator

Scottsdale, Arizona – Con un urgente llamamiento a « organizar o perecer, » líderes sindicales indicaron a los delegados de la North American Newspaper Conference (NANC) que, a pesar de la mejora de la economía y el incremento del empleo en los EE.UU., la GCC/IBT – y el movimiento obrero en general – necesitan aumentar el número de sindicados para sobreponerse a los ataques antisindicales y el arrollador empuje derechista destinado a promover leyes favorables al derecho al trabajo.

« Recluten más miembros a nivel local y distrital, » dijo George Tedeschi, presidente de la GCC/IBT. Eso es lo que nos ayudará a sobrevivir. »

Organizar es una tarea difícil, reconocieron los dirigentes, pero es fundamental.

« Nuestra tarea como líderes laborales es más dura que nunca, » dijo Robert Lacey, secretario-tesorero y vicepresidente de la GCC/IBT. « Nunca hemos tenido miedo de pelear, y siempre hemos vencido. Hagan lo que es necesario hacer: organizar. »

Ron Pineda, quien preside el comité organizador de la NANC, y es el anterior presidente de la Local 140-N, de Los Angeles, dijo que el reclutamiento por parte de la GCC/IBT tiene que ir más allá de los límites tradicionales. « Tenemos que ponernos a organizar más allá de los periódicos, o vamos a dejar de existir. Si no organizamos, vamos a desaparecer. »

Pero sobrevivir requiere más que un aumento de miembros.

Con el implacable embate de los republicanos conservadores contra de la negociación colectiva, los líderes locales tienen que urgir a los miembros a involucrarse en política y no dejarse distraer por los temas candentes del momento (como por ejemplo, control de armas de fuego, oraciones en las escuelas, matrimonio homosexual), que a menudo atraen a los votantes de clase trabajadora hacia los candidatos republicanos.

« Necesitamos conseguir que nuestros miembros voten, y que voten correctamente, » declaró Lacey. El vicepresidente de la GCC/IBT recordó que cuando era líder de la Local 571-M, de Evansville, Indiana, les dijo a los trabajadores partidarios de portar armas y de votar por el GOP: « Poner alimentos en la mesa familiar es lo más importante de todo. Usted no puede comerse su arma. »

Votar 'correctamente' también repercute sobre el proceso de nombramientos presidenciales, un asunto esencial que muchas veces se pasa por alto, indicó Tedeschi.

Los candidatos que la Casa Blanca nombra para secretarios o ministros del gabinete presidencial, jueces, e importantes dirigentes de entidades gubernamentales – incluso escaños en la Junta Nacional de Relaciones Laborales (NLRB) — necesitan la aprobación del Senado federal. Tedeschi dijo que un Senado en contra resulta ser un impedimento para el progreso, como bien ha comprobado el presidente Barack Obama.

La NLRB tiene su máximo de integrantes, pero más de 100 de las nominaciones de Obama siguen aguardando que los comités del Senado entren en acción. « Los republicanos están bloqueando prácticamente a todos, » comentó. Por ejemplo, sólo después de un largo forcejeo político el Senado al fin confirmó a Loretta Lynch como Ministra de Justicia, a pesar de que era ampliamente reconocida como candidata de excepcionales méritos.

De cara a las elecciones del 2016, Tedeschi urgía a los sindicalizados a enfocarse también en las candidaturas para la Cámara y el Senado, y no tan sólo en el concurso presidencial.

« Esas son las personas que afectan a nuestras vidas como líderes sindicales y a miles de miembros y a sus familias, » apuntó Tedeschi. « Creo que la gente no se da cuenta de la importancia de esos nombramientos. » Citando nuevamente los problemas de la NLRB, comentó Tedeschi que los republicanos quisieran aumentar los integrantes de dicha Junta de cinco a seis (actualmente hay tres

miembros demócratas y dos republicanos) para obligarlos a empatar, divididos por ideología política, y que de esa manera « nunca se apruebe nada. »

Urgió a los miembros a no dejarse distraer por los asuntos que los republicanos tratan de hacer célebres, como el correo electrónico de Hillary Clinton, las donaciones a la Fundación Clinton y el ataque en 2012 al recinto diplomático de los EE.UU. en Benghazi, Libia. « Lo que nos tiene que preocupar es el pan de cada día de las familias de nuestro país. »

Los esfuerzos derechistas por socavar el movimiento laboral hacen peligrar no sólo a los sindicatos sino a lo que fue la vibrante clase media de los Estados Unidos, dijeron invitados y delegados en el Centro de Congresos de Chaparral Suites, donde la Local 100-M, de Toronto, fue anfitriona del 58º Congreso Anual de la NANC en mayo.

Y tal vez no exista una amenaza más peligrosa para los sindicatos que la proliferación de las leyes favorables al « derecho al trabajo », o sea al « derecho a trabajar por menos », como la apodaron repetidamente los participantes durante la Conferencia de la NANC: esa es la legislación que permite a los trabajadores negarse a la afiliación sindical, y evadir la responsabilidad de pagar cuotas, aun cuando reciben los beneficios de la representación sindical.

El presidente de la NANC, Joe Inemer, quien ocupa además el cargo de presidente de la local 16-N, de Filadelfia, dijo que los miembros de sindicatos a lo ancho y largo del país necesitan hacerle trapeso al coloso de las leyes de « derecho al trabajo ». « Ustedes tienen que movilizar a su gente, para oponerse a las leyes de derecho al trabajo », dijo Inemer a los líderes locales.

A nivel local, las leyes de « derecho al trabajo » presentan un desafío constante.

Steven Ryan, presidente de la 543-M, de Omaha, dice que como líder laboral en un estado de « derecho al trabajo » se enfrenta a « una batalla interminable » para convencer a sus miembros de que no se den de baja y se zafen de pagar cuotas. Al mismo tiempo, comentó Ryan en una entrevista, es muy común que

Elecciones GCC/IBT: Las papeletas para las Elecciones Cuatrienales de Oficiales de la Conferencia y Miembros de la Junta General se enviarán por correo el 17 de febrero de 2016 y deberán recibirse de vuelta a más tardar a las 8:30 a.m. del 23 de marzo de 2016. Los miembros que deseen recibir los avisos en francés o español deberán llamar al número de la sede de la GCC, 202-508-6660 ext. 6664, o solicitarlo por email a gccvote@gciu.org

los trabajadores no afiliados pidan ayuda cuando tienen problemas con la gerencia. « Invariablemente, cada uno de ellos espera que le representemos. »

Sumado a la preocupación por la pérdida de ingresos, los líderes sindicales en situaciones de « derecho al trabajo » saben que, en la mesa de negociaciones, la empresa va a tratar de explotar cualquier punto débil que perciba, declaró Ryan en una entrevista. Y, agregó Rick Street, organizador de la GCC/IBT, las quejas constantes acerca de las cuotas a menudo conducen a propuestas de descertificación. « Es tan solo cuestión de tiempo, » dijo Street.

Street y el organizador Rickey Putman dijeron que urge « organizar internamente »: esto es, hacer un especial esfuerzo en los estados de « derecho al trabajo » para convencer a los empleados a quedarse en el sindicato, o afiliarse si han estado dudando. « Es necesario organizar la planta, » dijo Street.

Los peligros que enfrenta el movimiento laboral unido son muchos, reconocieron tanto delegados como invitados, pero la GCC/IBT y su Conferencia de Periódicos han demostrado capacidad de resistencia, y sus líderes prometieron hacer frente a los retos venideros.

« Vamos a estar por aquí durante mucho tiempo, » prometió el presidente Tedeschi.

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
DEATH BENEFIT CLAIMS PAID									
JUNE 2014									
1B	Jacqueline L Berg 03-20-14	38N	Howard J Turlington 04-20-14	508M	Robert W Peters 03-25-14	2289M	Michael Ernest Gismondi 04-30-14	119B	Esther M Chandler 04-01-14
1B	Verlyn L Marsolek 04-29-14	72C	Louis Paul Landi 03-13-14	514M	Richard H Dorn 04-16-14	14		119B	Sidney Walls 07-08-14
1C	Dennis J Dorgan 07-21-11	72C	Christopher S Nelson 06-08-04	514M	Patricia J Marlin 04-05-14	2289M	Leo F Hamper 04-22-14	137C	Robert L Detrick 12-23-13
1L	Karl Anthony 05-18-14	77P	Arthur A Jones 07-13-12	514M	Mary E Radka 03-22-14	2289M	Richard G Jeffery 03-07-14	241M	Rose M Delvecchio 05-25-14
1L	Anthony N Costello 03-15-14	77P	Michael J St Peter 05-05-14	518M	David H Harkness 03-24-14	2289M	Robert W Krassa 02-15-14	261M	Robert A Hustead 09-17-13
1L	Joseph F Crocitto 04-27-14	100M	Victor H Ballard 05-22-14	518M	Margaret E Hugart 03-24-13	4535M	Daniel L Alyea 03-23-14	261M	Stanley P Januszkiewicz 05-18-14
1L	Rosita Dalmida 11-29-13	119B	Rachel Sanders 04-03-14	546M	Raymond L Breining 05-26-14	4535M	Emmett H Menefee 03-04-14	285M	Louis Stern 06-09-14
1L	Allen W Depken 03-25-14	128N	Thomas J Brocker, Sr 04-11-14	546M	Richard G Wagner 05-16-14	4535M	Elizabeth P Priem 01-10-05	388M	James Phillip Salzman 05-07-14
1L	George A Golden 04-26-14	137C	Joseph L Scupski 04-20-14	546M	Gene E Woods 04-14-14	4535M	Joseph Zornick 04-29-14	455T	Rick J Wass 02-05-14
1L	Augustine Goyco, Jr 03-19-14	235M	Donald G Garber 05-18-14	555M	Terrence J Blincoe 05-10-14	6505M	John A Barton 04-26-14	458M	Patrick L Homer 06-10-14
1L	Stephen A Green 09-17-13	235M	Ralph W Guyett 04-27-14	555M	Francois R Courteau 05-19-14	6505M	Michael S Macey 03-31-14	458M	Glenn J Kolman 06-01-14
1L	Irving E Kantor 05-28-14	235M	Wilma F Lunsford 03-27-14	555M	Gaston Lussier 04-02-14	6505M	Charles E Spencer Sr 04-28-14	458M	Frank Roti 03-13-14
1L	John J Knipl 07-24-13	235M	Martha E Sylvester 01-16-14	555M	Claude St-Onge 05-06-14	6505M	James F Walker 03-01-14	493M	Albert W Hamm 05-09-14
1L	Stephen M Lamonte 05-16-14	241M	Elizabeth Krauch 03-30-14	568M	John E Carman 05-02-14	6505M	John J Zander 04-13-14	503M	Lars Bakkevig 03-10-14
1L	Henry M Lee 05-17-14	261M	David W Grant 04-26-14	568M	Dennis Harmon 04-28-14			503M	Robert J Goelzer 07-28-13
1L	Silvano Palmerini 05-02-14	261M	Jack D Hackney 04-25-14	572T	Robert T Meagher 12-15-13	DEATH BENEFIT CLAIMS PAID			
1L	Stella Romas 03-29-14	261M	Alfonso Harper 04-08-13	575M	Richard G Gleeson 09-15-13	JULY 2014			
1L	Harry W Vanderhule Jr 05-09-14	285M	William E Bettis, Sr 05-20-14	577M	Shirley J Antczak 02-09-14	1B	Audrey V Belde 06-01-14	503M	Stephen J Mastroleo 04-12-14
1M	Marlow F Iverson 05-09-14	285M	Richard J Cozzens, Sr 04-30-14	577M	John Beck 03-08-13	1B	Ella J Charboneau 05-23-14	503M	John A Phillips 05-14-14
1M	Lyle W Parin 04-21-14	285M	Samuel L Evans 03-30-14	577M	Lester P Helm, Sr 11-21-13	1C	Elmer E Walker 05-11-14	508M	Suzanne C Boyer 09-08-13
1M	Orville W Williams 04-23-14	285M	Bobby J Hartman 03-17-14	577M	Kenneth E Monefeldt 03-17-14	1L	Kenneth G Alberts 06-22-14	508M	Charles F Hegge 03-31-14
2N	Eugene Fitzgibbon 04-15-14	285M	George C Jones 06-02-14	577M	Harvey H Mueller 03-26-14	1L	Richard Bucca 03-25-13	508M	Charles L Wyatt 05-29-14
3N	Gordon E Coleman 03-18-14	355T	Frank N Minch 03-07-14	577M	William F Nuernberg 02-11-14	1L	George E Forman, Jr 04-23-14	514M	Franklin W Virgil 03-06-09
3N	William J Marlowe 08-19-12	406C	Leo M Umphred 03-07-14	577M	John E Pinzl 11-12-12	1L	Isidore Goldstein 06-07-14	518M	Norbert B Hahn 10-30-10
3N	Dominick Perry 02-21-14	444C	Kent B Benken 02-04-14	600M	Eleanor White 01-05-14	1L	Donald R Schiemann 06-08-14	543M	Jeffrey D Krumwiede 05-24-14
3N	Agrippino Recupero 05-15-14	458M	Anastasius G Anastos 06-04-12	600M	Bruno P Daforno 05-20-14	1L	Genevieve C Sidoti 06-18-14	546M	John R Herman 10-02-08
3N	Howard F Reuter 04-18-14	458M	Harry G Bauer Jr 05-03-14	600M	Louis R Pion 05-08-14	1M	Arthur W McClellan 04-01-14	555M	Solange Simard 06-15-14
4C	John F Gurcsik 04-14-14	458M	Vince Brancaccio 03-30-14	612M	Jerzy Broniecki 05-08-14	1M	Thomas F Swifka 02-28-14	572T	Marven G Carter 03-25-14
8M	Harry R Crocker 05-05-14	458M	Raymond J Caponigro 03-05-14	612M	Richard Malcolm 05-25-14	1L	Charles F Vasile 03-27-14	575M	Lowell E Foss 05-01-14
8M	Ronald W Owen 05-09-14	458M	George J Daidone 04-23-14	612M	George W Thomas Jr 04-11-14	1M	Arthur W McClellan 04-01-14	577M	Frank S Falaschi 11-09-12
8M	Ruby Wilkes 04-07-14	458M	Raymond K Diehl 04-19-14	612M	Olegario S Barrelier 03-03-14	2N	John R Nash 05-04-14	577M	Mary E Gibson 03-20-14
8M	James Ted Williams 03-31-14	458M	Samuel D Greenberg 12-25-13	767M	Patrick C Jensen 12-17-13	2N	Eugene T Quinn 05-13-14	600M	Joseph L Fortune 05-11-14
13N	Stanley J Kronk 11-20-12	458M	Leroy A Gregorich 05-01-14	767M	Donald Kisslinger 04-13-14	4B	Willie L Lockhart 04-25-14	600M	John R Ruzycski 06-19-14
14M	Arthur L Adams, Jr 03-25-14	458M	Robert C Hecht 04-24-14	767M	Richard Searing 04-01-14	4C	Yoko I Messina 11-11-08	612M	Joseph S Gagliostro 05-20-14
14M	Casper J Castellano 03-07-14	458M	Herbert W Jacobson 03-05-14	853T	Charles E Blake 05-03-14	4C	Dolores O'Leary 03-26-14	625S	Dale L Henry 08-18-11
14M	Helen Mauro 03-26-14	458M	John M Kruk 05-04-14	853T	Thomas N Mullarkey 03-28-14	8M	Randall B Sitz 05-31-14	767M	Iva Nelson 09-17-09
14M	Rudolph J Prate 03-10-14	458M	Robert L Mackey 04-19-14	853T	Walter J Thompson 11-09-12	9N	Donald E Minor 11-16-13	767M	Dorothy J Paulson 05-23-14
14M	Ruby H Risher 01-10-14	458M	Daniel J Mahoney 04-27-14	999ML	William E Babin 01-28-14	14M	Anthony A Lorraine 05-21-14	853T	Frank W Cunningham 05-27-14
14M	Nicholas J Sangiorgio, 04-25-14	458M	Joseph E Montgomery 04-09-14	999ML	James O Barngrover 03-03-14	14M	Willis H Merritt 06-05-14	853T	James P May Jr 06-02-14
14M	Joseph E Santilli 04-16-14	458M	Edward A Palusis 09-21-13	999ML	Joseph E Curran 04-17-14	16C	Donald R Streeter 05-18-14	853T	Richard D Sherman Jr 05-23-14
14M	Ronald W Weiner 02-05-14	458M	Andrew Repak 04-23-14	999ML	Joyce T Freeman 04-23-14	16N	Albert J Oakes, Sr 06-23-14	999ML	Joseph Niewinski 06-09-14
17M	Michael L Harmon 03-25-14	458M	Anthony C Rizzo 05-08-14	999ML	Gary W Minter, Sr 04-23-14	17M	Clem W Horlacher 05-12-14	2289M	Ethel M Howard 06-21-14
17M	Bernard P Langenbacher 01-20-14	458M	Peter Rozycki 04-22-14	999ML	Emil N Onderdonk 04-15-14	17M	James M Ryan 04-24-14	2289M	Stanley F Nemshick, Jr 06-15-14
17M	Robert P Linton 03-01-13	458M	Orville Smith Jr 05-27-14	999ML	Lenwood L Rider 07-29-11	23N	John A Androsh 06-02-14	2289M	Peter Owens 05-31-14
17M	Jeffery R Miles 03-01-14	458M	Gordon C Weiler, Jr 08-07-10	2289M	Robert E Adamson, Sr 05-28-14	24M	Edward J Sutton 05-13-14	2289M	Richard H Wollens 05-28-14
23N	Raymond R Karges 05-15-14	508M	Rettig H Bowling 04-02-14	2289M	Robert L Barr 05-11-14	38N	James L Kister, Sr 10-31-13	4535M	Herman L Steinecke, Sr 02-26-10
24M	Thomas R Silva 05-23-14	508M	Wayne A Harris 05-13-14	2289M	Genevieve Cassiday 04-12-14	77P	Gerald G Birling 05-18-14	4535M	Harold G Williams 03-07-14
38N	James P McMahan 04-23-14	508M	Beulah Jackson 11-17-08	2289M	Biddie B Christian 04-12-14	77P	Ralph W Moder 02-02-14	6505M	Norma J Loness 04-27-14
		508M	George W King 12-03-13	2289M	Ann P Ellis 05-11-14	100M	Donald M Aitken 01-22-12	6505M	Marilyn J Smith 06-20-14
		508M	Fred Mcintyre 03-13-14	2289M	Joseph H Fluker 05-08-14	100M	James E Griffin 04-04-14		

Summary Annual Report for GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND

This is a summary of the annual report for the GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND, (Employer Identification No. 52-1632857, Plan No. 502) for the period July 1, 2013 to June 30, 2014. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$57,152,483 as of June 30, 2014 compared to \$52,915,671 as of July 1, 2013. During the plan year the plan experienced an increase in its net assets of \$4,236,812. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$8,364,551. This income included employee contributions of \$326,244, realized gains of \$1,928,455 from the sale of assets and earnings from investments of \$6,024,978. Plan expenses were \$4,127,739. These expenses included \$562,333 in administrative expenses and \$3,565,406 in benefits paid to participants and beneficiaries.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of 5 percent of the plan assets; and

5. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

To obtain a copy of the full annual report, or any part thereof, write or call the office of

Robert Lacey
25 Louisiana Avenue, NW
Washington, DC 20001
202-508-6660

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. These portions of the report are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan:

25 Louisiana Avenue, NW
Washington, DC 20001

and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: U.S. Department of Labor, Employee Benefits Security Administration, Public Disclosure Room, 200 Constitution Avenue, NW, Suite N-1513, Washington, D.C. 20210.

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

To All Members of the Graphic Communications Conference:

Greetings!

In accordance with Article XIII of the Constitution and Laws of the Graphic Communications Conference and in conformity with the applicable provisions of the Labor-Management Reporting and Disclosure Act of 1959, this is an Official Notice to every member of the GCC/IBT, of the Quadrennial Election of Conference Officers and General Board Members for the four-year term commencing Sunday, June 5, 2016.

Nominations will be held at Local Union meetings in December 2015. A list of meeting dates, times, and locations will be published in the October, November, December 2015 issue of the Graphic Communicator. Ballots will be mailed February 17, 2016 and must be returned by 8:30 a.m. on March 23, 2016.

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

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

Sincerely and fraternally,



Robert Lacey
Secretary-Treasurer/Vice President

GCC/IBT Nominations, Election Procedures are Detailed for 2016 Election

Pursuant to GCC/IBT Constitution and Laws Article III, Section 1 and Article VIII, Section 2(B), the elective officers of the Conference to be nominated shall be a President and a Secretary-Treasurer/VP and Eight (8) General Board members. The term of office for elective officers shall be four (4) years.

ARTICLE III – CONFERENCE OFFICERS

Section 2 – Eligibility: A member shall be eligible to be an Officer of the Graphic Communications Conference if such member has been:

- a member for at least five (5) consecutive years immediately prior to nomination,
- in good standing and working or available for work at the trade for at least three (3) consecutive years immediately prior to nomination, or during such three (3) year period engaged as an Officer, Representative, or employee of the Conference or one of its Local Unions or a chartered sub-conference, council or on an approved leave therefrom while engaged in a governmental capacity, or while engaged in an official capacity in a Conference or Local sponsored activity or serving the labor union movement in an official capacity in a city, state, provincial or national labor body, or any combination thereof,
- and also must have worked under a GCC/IBT collective bargaining agreement for a minimum of three (3) years,
- never convicted of strike breaking against the Graphic Communications Conference or a Local Union thereof, or convicted of financial malpractice,
- in addition, no Conference Officer shall hold any other position in the Conference or be a Local Officer while serving as a Conference Officer. Each Conference Officer shall devote his/her entire time to the performance of the duties of his/her office.

General Board eligibility is the same as Conference Officers per Article VIII, Section 2.

ARTICLE XIII – NOMINATIONS AND ELECTIONS

Section 1 - Notification of Local Nominations Meetings: The Conference Secretary-Treasurer shall prepare and mail to each Local Union, on or before September 10 of each nominating year, a form providing for the inclusions therein of the exact time and place of the nominating meeting to be held by such Local Unions, as herein provided. Thereupon, the official of the Local Unions, having recording responsibilities, shall have the duty to complete such form and transmit the same to the Conference Secretary-Treasurer by mail, in an envelope provided by the Conference for such purpose. Such envelope, containing the foregoing form, shall be postmarked not later than October 10 of the nominating year. Upon receipt of such forms from the Local Unions, the Conference Secretary-Treasurer shall cause to be printed in the November issue of the Official Publication of the Graphic Communications Conference, printed and distributed in the nominating year, the name and number of each Local Union and the date, exact time and place of the nominating meeting to be conducted by each Local Union.

Section 2 - Publication of Declaration of Candidacy: Any member who desires to be nominated for office in the Graphic Communications Conference may have his/her declaration of candidacy published in the Official Publication of the Conference by advising the Conference Secretary-Treasurer, in writing, of such fact, by certified mail, postmarked not later than October 5 of the year in which nominating meetings are to be conducted. Such declaration of candidacy shall not exceed fifty (50) words, and shall be published by the Conference in the succeeding issue of the Official Publication of the Conference. Failure to submit a declaration of candidacy for publication, as above provided, shall not preclude any member from seeking nomination for any elective office of the Graphic Communications Conference.

Section 3 – Nominating Meetings of Locals: Each Local Union, in December 2011, and in December of every fourth year thereafter, may, either at its regular meeting, nominating meeting, or at a special meeting called for the sole purpose, nominate candidates for office in the Graphic Communications Conference.

A Local may not nominate more than one candidate for each Conference Executive Office. A Local Union may nominate as many candidates as there are positions to be filled from that Region on the General Board. If more than one candidate is placed before the Local Union membership meeting for any one office, or there are more nominees than there are positions on the General Board from that Region, the Local Union shall conduct a secret ballot election to determine the nominee or nominees.

Section 4 – Members-at-Large: Members-at-large desiring to participate in nominations may do so by attending any Local Union nomination meeting.

Section 5 – Return of Nominations: The duty hereby imposed upon the Officer of each of the Local Unions, having recording responsibilities, to return to the Conference Secretary-Treasurer, the official nominating blank by mail in an envelope postmarked not later than midnight December 31 of the nominating year, which form shall indicate the action taken by the members of the Local Union respecting nominations at the meeting conducted for the purpose of nominating members for office in the Conference. No later than January 15, following the December 31 date mentioned in this Section, the Board of Electors shall meet and certify the nominees and the nominators.

Section 6 – Endorsements: Each candidate for GCC General Board Member must have the endorsement of at least ten percent (10%) of the GCC/IBT Local Unions in good standing and returning nominations. Each candidate for an office of GCC Secretary-Treasurer/Vice President and President must have the endorsement of at least fifteen percent (15%) of the GCC/IBT Local Unions in good standing and returning nominations.

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

Section 21 – Certification of Election of Unopposed Candidates: In the event there is no opposition to any office or offices, following the nominations in the month of December, provided for in this Article, then, and in such an event, an election shall not be required and the nominee having no opposition shall be recognized, accepted and certified as elected without the necessity of the issuance of ballots or the holding of an election upon the candidate or candidates without opposition. Such unopposed candidates shall thereafter be inducted into office in the same manner as though they had formally appeared upon the ballot and been elected as a result of the General Election provided for herein.

NOMINATIONS MUST BE MADE AT A MEETING IN DECEMBER 2015.

PUBLICATION OF DECLARATION OF CANDIDACY

In accordance with Article XIII, Section 2 of the GCC/IBT Constitution and Laws, notification has been given by GCC/IBT Secretary-Treasurer/Vice President Robert Lacey for members to declare their candidacy for office. Article XIII – Nominations and Elections, Section 2 – Publication of Declaration of Candidacy, reads as follows:

"Any member who desires to be nominated for office in the Graphic Communications Conference may have his/her declaration of candidacy published in the Official Publication of the Conference by advising the Conference Secretary-Treasurer, in writing, of such fact, by certified mail, postmarked not later than October 5 of the year in which nominating meetings are to be conducted. Such declaration of candidacy shall not exceed fifty (50) words, and shall be published by the Conference in the succeeding issue of the Official Publication of the Conference. Failure to submit a declaration of candidacy for publication, as above provided, shall not preclude any member from seeking nomination for any elective office of the Graphic Communications Conference."

Conference Offices open for nomination and election are listed below along with the names of the incumbent officers:

President	George Tedeschi
Secretary-Treasurer/V.P.	Robert Lacey

General Board Member Positions – The 2016 election provides for six (6) Regions of the General Board. Positions currently available in each Region are as follows:

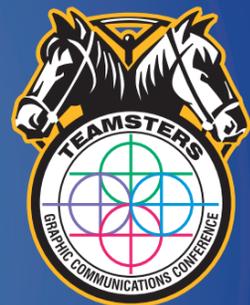
Atlantic Region	Two (2)	Mountain Region	One (1)
Southern Region	One (1)	Pacific Region	One (1)
Central Region	Two (2)	Canadian Region	One (1)

Members seeking office in the Conference who want a 50-word declaration of candidacy published in the October-November-December 2015 issue of the Graphic Communicator must submit the statement in writing and postmarked by certified mail no later than October 5, 2015. Interested parties may also provide a current photograph, in color or black and white, to be included in the publication. Declarations and photographs should be sent to Robert Lacey, Secretary-Treasurer/Vice President, GCC/IBT, 25 Louisiana Ave NW, Washington, DC 20001.



Here's one more thing
union families can share.

Save on family entertainment, including theme parks, car rentals and movie tickets with Union Plus. Union Plus gets union families where the fun is, with special discounts on a long list of travel and amusement attractions. That means up to 25% off on rental cars, plus major savings on movie tickets and theme park packages—including Disney and Six Flags destinations. Who knew your union membership could be so...entertaining?



Save the union way at UnionPlus.org

At NANC, an Urgent Call to 'Organize or Die'

Continued from page 3

the proliferation of right-to-work laws – “right to work for less,” as NANC participants repeatedly called legislation that allows workers to refuse union affiliation, and dues responsibilities, even when receiving the benefits of representation.

NANC president Joe Inemer, who also serves as president of 16-N, Philadelphia, said union members across the nation must counter the right-to-work juggernaut. “You have to get your people out” to oppose right-to-work, Inemer told local leaders.

On the local level, right-to-work poses constant challenges.

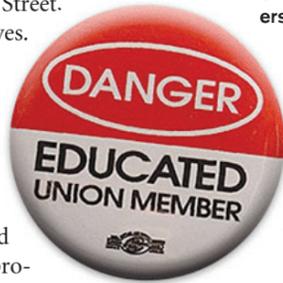
Steven Ryan, president of 543-M, Omaha, said that as a labor leader in a right-to-work state he faces a “never-ending battle” to keep union members from defecting and ducking out on dues. At the same time, Ryan said in an interview, non-union workers routinely ask for assistance when there is trouble with management. “On a consistent basis, they expect to be represented,” he said.

In addition to worries about loss of revenue, union leaders in right-to-work situations know the company will seek to exploit any perceived weakness at the bargaining table, Ryan said in an interview. And, said GCC/IBT organizer Rick Street, persistent complaints about dues often lead to decertification moves. “Just a matter of time,” Street said.

Street and organizer Rickey Putman urged “internal organizing” – that is, urging workers in right-to-work states to stick with the union or join if they have been reluctant. “You must organize the plant,” Street said.

Issues related to organizing drives and decertification threats were stressed by Putman in a presentation on recently adopted NLRB regulations intended to “streamline” the union election process.

Putman urged leaders to become familiar with the new procedures. In general, he said, the revisions should aid unions – but only if locals are “doing their job” by emphasizing “internal organizing.” Otherwise, he said, the expedited NLRB election protocol will end up “nipping you in the butt.”



Steven Ryan, president of Local 543-M, Omaha, said keeping unions strong and protecting workers in a right-to-work state like Nebraska is a ‘never-ending battle.’

Perils facing organized labor are many, delegates and guests admitted, but the GCC/IBT and its newspaper conference have proven resilient and its leaders able to meet the challenge of what NANC vice president John Heffernan called a “very, very tough time.”

Despite newspaper industry losses and hardline management attitudes, “we’re starting to stabilize,” said Heffernan, who also is president of Local 2-N, New York. “We’re going to be as strong as ever.”

Likewise sounding a note of determination was former GCC/IBT organizer Tom Jolley, who referred to the Biblical story of the Good Samaritan.

Right-wing opponents may portray labor leaders as “outcasts,” Jolley said, “but you are Samaritans resolved to helping anyone at anytime. They cannot keep us from serving.” President Tedeschi added to the optimism. “We are going to be around for a long time,” he said.

Golf Event Honors Mailander

The New York State Allied Printing Trades Council will hold a golf tournament Aug. 3 on Long Island to honor Frank Mailander, a beloved union figure who died in 2012. Mailander served as president of Stereotypers Union Local 1, vice president of GCC/IBT Local 2N-1SE and executive vice president of the printing trades council.

Proceeds from the tournament at the Middle Island Country Club in Middle Island, New York, will support Operation Live United, a United Way fund that benefits military families, according to Dennis Connors, trades council secretary treasurer.

“It’s a great event that serves a good cause,” Connors said.

Michael LaSpina, president of Local 406-C, Long Island, said the tournament is a special occasion for golfers – and Mailander’s family.

“They travel from as far as California and New Orleans and are thrilled at the tribute,” LaSpina said. “We had a big turnout last year and expect another this time.”

The Frank T. Mailander Golf Outing will begin at 7:30 a.m. with registration and a continental breakfast. Play begins an hour later. Cost to participants is \$165 and includes hot dogs, hamburgers, a barbecue lunch, golf shirt and gifts. Non-golfers may attend the barbecue for \$50. Hole sponsorships are available for \$300.

Additional information is available by contacting Connors. Phone: 631-875-0526. Email: dconnors7@verizon.net

Specialty Meeting to be Issue-Oriented

With an emphasis on information and education, the 66th annual North American Specialty Conference will be held Sept. 24-26 in Atlanta and NASC President Eddie Williams said the meeting would have an impressive roster of experts addressing issues essential to labor leaders.

On the agenda, Williams said, will be presentations dealing with pensions, health insurance, and a range of workplace concerns. Representatives of the Federal Mediation and Conciliation Service and Atlanta-North Georgia Labor Council are among those scheduled to speak. Also addressing delegates will be international officials from GCC/IBT headquarters in Washington, D.C.

Of great importance, too, said Williams, are conversations among delegates. “We renew friendships and exchange information,” said Williams, who also serves as vice president and secretary treasurer of Local 527-S, Atlanta.

It is especially useful for NASC members negotiating with the same management at various sites to compare notes, Williams said. “We can know what to look for at the bargaining table.”

The NASC meeting will be at the Staybridge Suites Atlanta Airport. Registration fee is \$100 and can be sent to the attention of Williams at: GCC/IBT Local 527-S, 715 Veterans Memorial Highway, Mableton, Georgia 30126. For additional information, call Williams at 770-944-7348.

TOP IBT OFFICERS WARN OF ‘RETIREMENT CRISIS’ AND CITE INTER-LOCAL AS OPTION

Pointing to a “growing retirement crisis” in the United States, IBT General President James Hoffa and Secretary-Treasurer Ken Hall have cited the GCC/IBT Inter-Local Pension Fund (ILPF) as worthy of consideration.

In a letter to local officials, Hoffa and Hall said that “many employers and their allies in Congress are working to undermine defined benefit pension plans and replace them with 401(k) accounts” and that the union is “exploring alternative options.”

The IBT’s two highest officers said they were alerting Teamster locals to an option that “already exists” – the Inter-Local program which, they noted, is a “defined benefit plan that does not carry the burden of employer withdrawal liability.”

John Agenbroad, ILPF chairman and secretary-treasurer and executive officer of GCC/IBT District Council 3, said the Hoffa-Hall letter was significant and

could help boost ILPF membership.

“When top officials send a letter like this it is something people will want to give a close look,” Agenbroad said. “There is a lot of interest because of the Hoffa-Hall letter.”

The ILPF has approximately 8,000 active members, Agenbroad said. “This is a pension fund run by union people, for union people.”

Increasing ILPF participation is essential and the huge Teamster membership – 1.4 million in the United States and Canada – represents a major potential market.

Recently, Agenbroad said, large groups of Teamsters in Houston, Virginia and Michigan have come into the fund. “We are really starting to pick up steam.”

For information on the GCC/IBT Inter-Local Pension fund call 630-752-8400. Email: info@ilpfgcc-ibt.org