

Graphic Communicator



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Candidates Announce For GCC/IBT Election

In 2016, members will choose international officers and general board members.

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'95 Detroit Showdown

News and Free Press tried to break unions 20 years ago but GCC/IBT and labor allies stood strong.

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Limited Vision

Commentator Tom Mackell says 2016 Republican presidential hopefuls are 'second-string' and lack imagination needed to lead country.

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Rumbling Toward the Right?

Union officials warn that a government takeover by Republicans in November will mean an extreme conservative turn and trouble for organized labor.

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Trickle Down Theory Still a Fairy Tale

When the U.S. presidential race gets serious early next year, Republicans and Democrats are sure to agree on one matter: the gap is growing between rich and poor.

Republican candidates are likely to offer a familiar fix. Lift regulations, cut taxes, minimize spending on the social safety net. Democrats will argue that if Wall Street is allowed to run wild, if boosting corporate taxes is a non-starter, if social programs are short changed, disaster awaits low- and middle-income wage earners.

Voters will decide who makes most sense but, to me, the GOP is in fantasy land.

The trickle-down theory sold us by Ronald Reagan in the 1980s always was a fairy tale. If everyone does better when high earners get richer, why – with wealth exploding for the 1 percent – has income for ordinary workers gone sideways?

Something has to be done.

Unions act as an equalizer. Collective bargaining seeks to guarantee decent wages and working conditions and there even is research suggesting unions help modify the most outrageous excesses of executive compensation. Pleading poverty at the bargaining table is a lot more difficult for companies that lavish absurd salaries and perks on the bosses.

But, unfortunately, most Americans

aren't in unions and membership isn't likely to surge any time soon. In fairness to all workers, then, we need an open and honest discussion about how to shrink the distance between the ultra-rich and everyone else.

No one is talking about massive wealth redistribution. There is nothing inherently wrong with having a big bank account. There is plenty wrong, however, with poverty and a frightening decline in living standards. There is nothing good about people being forced to work two and three jobs, or families unable to send kids to college, or homeowners worrying that they won't make the next mortgage payment. I don't care if the rich travel first class. I just want to make sure everyone else at least has a chance to get aboard.

Despite worries about wage disparity, there were a couple of encouraging signs recently.

One was reported by the highly regarded Economic Policy Institute. EPI experts said there is no mystery to income inequity. Better pay is the best anti-poverty program, analysts said. Elaborate economic engineering is not necessary. Just reward people fairly and

the wealth scale will be in better balance. That's the way it worked a few generations ago – and can again.

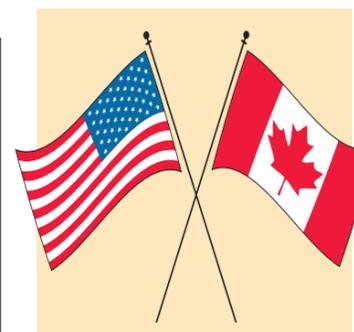
"The period of economic growth between 1959 and 1973 saw significant reductions in poverty," said EPI economist Elise Gould. "The poverty rate would be essentially zero by today had poverty reduction and growth remained as tightly correlated as they were then."

Another hopeful sign is that corporate America, itself, may be waking up.

In a New York Times opinion piece, Peter Georgescu, chairman emeritus of the global advertising and marketing company Young & Rubicam, urged companies to hike annual pay for employees making less than \$80,000 in exchange for government tax incentives.

Without innovative measures of the sort he proposes, Georgescu said, a nearly inescapable American "caste system" will be created. "I'm scared," said the executive.

His tone of urgency is right-on and candidates running for the nation's highest office in 2016 better pay attention. Republicans – and, yes, Democrats – owe us answers. Wage disparity has reached intolerable levels. It's time to turn things around.



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After long battle, union workers at Alcan Packaging receive severance checks.

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Jerry Morgan says GOP's effort to privatize Medicare is another example of conservative cluelessness.

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Thanks, Theo

American folksinging star Theodore Bikel is remembered as a union stalwart who fought for social justice. He died at age 91.

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'Last Hurrah'

Union Printcraft International Golf Association holds a final tournament to salute 88 years of fellowship and friendly competition.

MANAGING EDITOR'S NOTE

Voting is essential – local, state, national and in the GCC/IBT. The center section of this edition is devoted to the union's quadrennial election for international officers and general board members. As coverage indicates, members will receive mail ballots in February, 2016 and must make certain the forms arrive back in Washington, D.C. by 8:30 a.m., March 23. Participating in this essential democratic process is an obligation of union "citizenship." Mark the calendar. Be sure to vote. Elsewhere, we take note of another approaching election – for president of the United States. Commentator Tom Mackell dismisses Republican claims they will "make America great again," and Zack Dowdy reports that GCC/IBT leaders warn that a GOP win of the White House would spell serious trouble for organized labor. Union officials urge members to get involved politically – now. Also in this edition we hail the latest group of James R. Hoffa Memorial Scholars – impressive young people from proud GCC/IBT families. Way to go!

Outlook

BY JAMES HOFFA, IBT GENERAL PRESIDENT

Bad Behavior? Bank on It

Wall Street's continuing war against workers seems endless. Just when you think it can't get any worse, it does. And even when big players in the financial world get caught for wrongdoing, the penalties never seem to make a difference.

The latest example happened recently when the Justice Department announced that five major banks – Citicorp, JP Morgan Chase, Barclays, The Royal Bank of Scotland and UBS – were pleading guilty to felony charges and agreeing to pay more than \$5 billion to settle charges they had worked together to manipulate international interest and foreign currency exchange rates.

Yet despite the "brazen" activity by the banks, as Attorney General Loretta Lynch put it herself, no one ultimately will spend a day in jail for engaging in these illegal activities. That is simply outrageous.

The bad behavior of banks is nothing new for hardworking Americans, who have taken the brunt of the financial world's malfeasance. They've seen Wall Street fritter

away their pensions and retirement investments and jeopardize their future. Financial institutions teamed up with big business last December to push through a federal spending bill that attacked workers' pensions and put their retirements at risk.

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

It's well past time for the big banks to face the consequences of their actions with punishments that have real teeth. Penalties need to be higher than any bank would pay just as part of the cost of doing business.

Banks have continually abused the benefits given to them. It's only fair that people get treated the same as the powerful. That's what's going to get America working again.



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Labor Must Rally to Defeat GOP in 2016

By Zachary Dowdy
Special to the Communicator

As Republican candidates scramble furiously to win their party's presidential nomination, GCC/IBT officials and local leaders say the 2016 field shows the GOP is heading even further right – an alarming prospect for organized labor.

Anti-labor themes have been sounded by several hopefuls – Kentucky senator Rand Paul urges an end to collective bargaining and former Florida governor Jeb Bush vowed to “take the power” away from unions – prompting GCC/IBT officials to warn a Republican win in 2016 would be a serious setback for organized labor.

“I don't think any Republican out there is going to have the interest of the working person in mind or cares about us,” said Paul Mancillas, president of Local 458-M, Chicago. “Their agenda is for big business and banks.”

Though polls show a measure of support for GOP candidates among middle-class, blue-collar voters, Mancillas said no Republican candidate has articulated a vision in line with the needs of ordinary Americans. “There isn't a Republican candidate out there that, even in my worst dream, I would vote for,” Mancillas said.

Similar sentiments were expressed by John Agenbroad, secretary-treasurer of District Council 3 in Cincinnati.

“It's a circus,” Agenbroad said. “There isn't anybody running in the Republican Party who in my opinion really, truly defines what America is. They're all caught up in bashing gays and anti-abortion, taking on the unions, and tax breaks for the rich – and that's not how this country is going to move forward.”

GCC/IBT President George Tedeschi urged working people and their families to pay close attention to candidates during the upcoming primary season and take particular note of those receiving support from arch-conservative groups and wealthy, anti-union figures like industrialists Charles and David Koch.

“Sadly, the Republican Party and its big money backers are using scare tactics in an effort to discredit the labor movement,” Tedeschi said. “GOP candidates are appealing to the fears of uninformed Americans and unions are always a target. We must not let them succeed.”

While the record of Democrats is not perfect, Tedeschi said, the party is far more geared to aiding the middle class.

As illustration, he cited a recent New York Times story outlining a number of pro-worker initiatives advanced by the Obama

administration. Included was a regulation making millions of workers eligible for overtime and another giving home care workers wage and hour protection. In addition, the NLRB – Democrats appointed by Obama hold a 3-2 majority on the board – issued a ruling that provides collective bargaining rights for employees of contractors and franchise operations.

“In a time of Tea Party zealots and right-wing influence, there is no way a Republican president would back that sort of labor agenda,” Tedeschi said.

Expanding on Tedeschi's remarks, Stephen Sullivan, president of Local 3-N, Boston, observed that the Republican Party once had a significant moderate contingent but now is so conservative that working-class voters have little reason to back the GOP.

“If Republicans had a voting record protecting middle-class interests then we would vote for them,” Sullivan said. “But they have an agenda and are beholden to the people who give them money. We really need to keep our focus on economics and job creation. Republicans talk about helping the middle class but then they vote against it.”

Sullivan added: “Trump is long on ideas but short on solutions.”

The success of Trump, a real estate developer and reality television personality, coincides with the far-right drift of the Republican Party, union officials said.

Trump makes almost daily headlines with his brash style of unmitigated remarks that focused on Mexican immigrants, women and what he considers the decline of America's global influence.

Mancillas mentioned a recent editorial cartoon indicating how significantly the Republican Party had strayed from its roots. The cartoon showed Abraham Lincoln standing proud and tall and a hunched-over Donald Trump – who has led the GOP field in early opinion polls – with hands dragging along the ground, Neanderthal-fashion.

Agenbroad said Trump is tapping into a general sense of discontent.

“The only reason why Donald Trump is resonating is that people are so angry” with Washington gridlock and paralyzing partisanship, he said. Agenbroad said a few admirable moderates still can be found in the Republican Party. Unfortunately, he added, none are running for president.

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

‘Taking on unions and giving tax breaks to the rich – that’s not how the country is going to move forward,’ said John Agenbroad.

Alcan Union Members Prevail and Win Severance Pay

By Dawn Hobbs
Special to the Communicator

It was a long, hard-fought battle, but nearly 300 members of two Midwestern locals who worked at Alcan Food Packaging Inc. at the time of its acquisition by the Bemis Corporation finally received severance checks totaling \$2 million — one of the largest settlements in the history of the GCC/IBT.

Checks ranging from \$463 to \$15,844 were distributed in early fall to members of GCC/IBT Local 77-P, Neenah-Menasha, Wisconsin, and Local 727-S, Des Moines, Iowa.

"This important victory is the result of the tireless efforts of the leadership of GCC/IBT Locals 77-P and 727-S," said Tom Allison, the union lawyer who worked on the case since it began in 2010. "The locals' years-long efforts finally paid off in these substantive payments to their members."

Hailing the settlement were GCC/IBT President George Tedeschi and Robert Lacey, GCC/IBT secretary-treasurer/vice president.

"The settlement was the result of outstanding work by the union's attorneys and great support at the local level," Tedeschi said. "Right was on our side and the good guys won."

Lacey agreed: "This was a major victory for our members."

At the local level, past and present union officials said solidarity and determination were keys to the Bemis victory.

"Through unity you receive justice," said Local 727-S President Andre Johnson, a long-time Alcan employee who now works for Bemis. "Standing alone leaves 'just us.'"

James Bemowski, retired vice president of DC1 and 77-P, expressed similar sentiments.

"In the end, both locals always looked at what was best, not only for their own members, but what was best for all union members," Bemowski said "This shows what being a strong union is all about."

Tom Eisch, former union steward for Local 77-P, said: "Taking charge and upholding a contract and making us whole is what unions are all about."

Barb Annis, Local 77-P vice president and shop steward, added: "We always kept our union members' best interest in our hearts and in our minds — like a union should."

The bulk of the settlement came from pay based upon years of service. Additional money was distributed as compensation for the difference between what workers would have received under the Alcan contract and a less favorable Bemis pact.

The original Alcan contract provided that workers whose employment was terminated as a result of a plant closure would receive severance pay and that a plant sale would not negate the contract.

In March, 2010, Rio Tinto, which owned Alcan, sold the company's business to Bemis Corporation and dissolved Alcan as a corporation. Bemis then hired all of the employees from the two affected facilities.

"In negotiations about the effects of the sale, the two locals sought severance pay, but Alcan refused to agree," attorney Allison said. "After the sale occurred, the locals filed a joint grievance under their joint contract."

In February 2012, an arbitrator sustained the locals' grievance.

Alcan challenged the decision and filed a lawsuit in federal district court which ruled in favor of the company. Union lawyers took the case to the U.S. Court of Appeals for the Eighth Circuit in St. Louis and prevailed.

Following the Appeals Court ruling, the company agreed that Alcan owed "\$2 million to bargaining unit employees at the Neenah, Menasha and Des Moines facilities," Allison said. "Payment was delayed because Alcan was no longer in existence and had no assets, and Rio Tinto was not party to the union contract or the arbitration award."

Rio Tinto finally issued the checks in late September.

"The day we filed the grievance we knew we had a long hard battle ahead of us," said Rick Grissom, president of District Council 1 and Local 77-P. "For me to see all the smiling faces of our members receiving their settlement checks made this fight well worth the time."

HOFFA SCHOLARSHIP WINNERS REFLECT TEAMSTERS' COMMITMENT TO EDUCATION

Dedication, high ideals and academic achievement earned 10 college students from GCC/IBT families around the nation James R. Hoffa Memorial Scholarship Fund awards, including one prize of \$10,000.

The outstanding performance by children of union members drew praise from GCC/IBT president George Tedeschi.

"I am proud of the accomplishments of these students, their parents for supporting them and especially the Hoffa scholarship program that this year will award \$1 million to deserving students," Tedeschi said. "The Teamsters commitment to education and working class families is unparalleled."

Top GCC/IBT prize went to **Jonathan Price**, 19, of Drums, Pennsylvania, whose father, Derek Price, is a member of Local 735-S, Hazleton, Pennsylvania.

Jonathan, a plant sciences major at Cornell University, said he was "ecstatic and humbled" upon learning of the \$10,000 scholarship that, he said, would significantly help his family meet the costs of education. "I am grateful," Jonathan said.

Recipients like **Kaylee Story**, 19, daughter of Lloyd Story of Raymore, Missouri, a member of Local 235-M, Kansas City, expressed thanks and said the Hoffa awards reflected the importance of GCC/IBT membership.

"The union has given my father the opportunity to create a good life and home for our family," said Kaylee, a student at the University of Missouri-Kansas City studying biology as preparation for a career in medicine and recipient of a \$1,000 Hoffa award. "I would not be able to go to college without the education and home life I have had thanks to the union."

Miranda Christenson, 18, of Champlin, Minnesota, a pre-pharmacy major at Drake University in Des Moines, Iowa, also said her \$1,000 scholarship testified to the hard work of her father, John Christenson, a member of Local 1-M, St. Paul, Minnesota. "My dad put a lot into his job," she said. "It was nice to get back something to help us pay for school. I'm so thankful."

The importance of higher education, and her \$1,000 Hoffa award, cannot be underestimated said **Jessica Luna**, 18, of Yakima, Washington, daughter of Francisco Javier Luna Maravilla, a member of Local 747-M, Seattle.

"Being a first-generation [college] student, the award is an honor my family doesn't take lightly," said Jessica Luna, who attends Central Washington University and expects to major in chemistry. "The union has given my family the opportunity to further my education."

Another \$1,000 winner, **Madison Schwinn**, 18, of Lake St. Louis, Missouri, a physics major at the University of Missouri at Columbia, and daughter of David Schwinn, Local 6505-M, St. Louis, offered similar thoughts. "Going to college is a very important step to my future, and I am very grateful for the financial support this scholarship has given me," she said.

To **Alexis Rae Lambert**, 18, daughter of Wesley Lambert, Local 241-M, Scranton, Pennsylvania, the \$1,000 Hoffa award is consistent with union protections that assure her father's "hard work is compensated and rewarded." For her family, and herself, Alexis said, she is "thrilled" to be a Hoffa scholar. Alexis is a biology major at Pennsylvania State University.

Also winning a \$1,000 Hoffa scholarship was **Ubaldo Bravo-Hernandez**, son of Ubaldo E. Bravo, of Pomona, California, and a member of Local 388-M, Los Angeles.

Three children of GCC/IBT members won \$1,000 essay awards: **Cody McIntire**, 19, a pre-med sophomore at Eastern Michigan University, and son of Derrick McIntire of Elkhorn, Wisconsin, Local 458-M, Chicago; **Alicia Morrish**, 20, a junior pre-med student at the University of Michigan, whose father, Roger Morrish of Port Huron, Michigan, is a retired member of Local 13-N, Detroit; and **Alfredo Gonzalez Ruiz**, 19, a sophomore engineering student at the University of Southern California, and son of Alfredo Gonzalez Campos, a member of Local 388-M, Los Angeles.

Alicia Morrish said academic success depends on "keeping the end goal in mind and asking questions" — and, of course, the unfailing support of loved ones. Her father said the family was grateful for the award which, he said, will help Alicia fulfill her dream of a career in medicine.

Topic for the essay contest was, "What impact would an increase in union membership have on the United States economy and the middle class?"

Economists say there is little doubt that organized labor strengthens the nation as it protects working people. Essay winner Alfredo Gonzalez Ruiz echoed the thought. "Unions provide greater jobs, more control and a greater voice," he said.

Details on the 2016 competition will be available early next year.

Photos of Ubaldo Bravo-Hernandez and Alfredo Gonzalez Ruiz were not available.



Jonathan Price



Kaylee Story



Miranda Christenson



Jessica Luna



Madison Schwinn



Alexis Rae Lambert



Cody McIntire



Alicia Morrish



'95 Detroit Strike 'Hurt' but Unions Gained Respect

By Fred Bruning
Graphic Communicator

Police wore riot gear. Dogs menaced the crowd. Replacement workers manned the presses. Labor stood strong.

It has been 20 years since some 2,500 union workers at the Detroit News and Free Press – including several hundred members of what was then the GCIU – struck after management refused to bargain in good faith over a number of crucial issues ranging from pay to job security.

The walkout, which began in July, 1995, and ended in February, 1997, was literally a battle for union survival. Labor representatives say negotiators for Gannett and Knight-Ridder – joint operators of the News and Free Press – showed little interest in reaching a settlement.

Russell “Bud” Gravila, 80, who served as a negotiator for Local 13-N, Detroit, said the memory still stings. “I felt very hurt,” said Gravila, who retired in 1997 after more than 40 years on the job. “They didn’t want to talk. They were bound and determined to get rid of the union.”

In his 2012 book, “The Broken Table: The Detroit Newspaper Strike and the State of American Labor,” Christopher Rhomberg, a sociology professor at Fordham University, says: “The strike was fundamentally not about traditional dollars and cents, but about the control of the workplace and the future of the bargaining relationship.”

Despite community support and enormous sacrifice by strikers, the walkout ended with labor representatives making an unconditional offer to return to work and management claiming victory.

For unions, the outcome was unfortunate.

Corporate chiefs initially offered to hire back only a few of the workers who went on strike. The National Labor Relations Board found that management had, indeed, engaged in unfair labor practices but federal judges in 2000 overruled the NLRB and upheld Gannett and Knight-Ridder.

“The companies had an upper hand,” said writer Joe Burns in a 2012 piece for the progressive publication, “In These Times.”

Though unable to match management power and influence, the unions endured and, over the years, regained strength, said Anthony Valvona, president of Local 13-N, who was among the strikers in 1995.

“They gutted our contract when we came back and it took us a while to get mutual respect at the bargaining table,” Valvona said. But with hard work, he said, “we began getting back what we had given away.”

Valvona, 54, said that while many replacement workers remained after the strike, unaffiliated employees eventually saw the virtue of representation. Nearly all – “99.9 percent” – are union members, he said. And, Valvona added, management shows high regard for his GCC/IBT local. “They still respect 13-N,” he said.



GCC/IBT members and labor allies endured uncertainty and hardship for two years as officials of the Detroit News and Free Press made clear they were more interested in breaking unions than reaching a contract settlement. ‘They didn’t want to talk,’ said retired 13-N member Russell “Bud” Gravila. ‘They were bound and determined to get rid of the union.’

Keep Hands Off Our Social Security

Instead of marking the 80th anniversary of Social Security and 50th birthday of Medicare with promises to strengthen and expand two of the nation's most cherished government programs, Republicans have been talking only of cutbacks and impending catastrophe.

"The Social Security system, in my opinion, is a flawed design, period," said GOP presidential hopeful Rick Santorum in a New Hampshire radio interview, echoing a familiar Republican line.

Since it was launched during the administration of President Franklin Roosevelt, Social Security has been a right-wing target. Arch-conservatives have warned endlessly that a retirement system intended to aid senior citizens and rescue millions from poverty in their later years was really part of a liberal attempt to send the country sliding toward socialism.

"...the fact is that Republicans hate big government, and government doesn't come any bigger than Social Security," said Paul Waldman in a CNN opinion piece. Waldman quickly added: "It's also the most successful and beloved social program in American history."

Among the Social Security "reforms" pushed by Republicans: extend the retirement age to 68 or 70 (Jeb Bush); cut benefits (Marco Rubio); apply a so-called "means



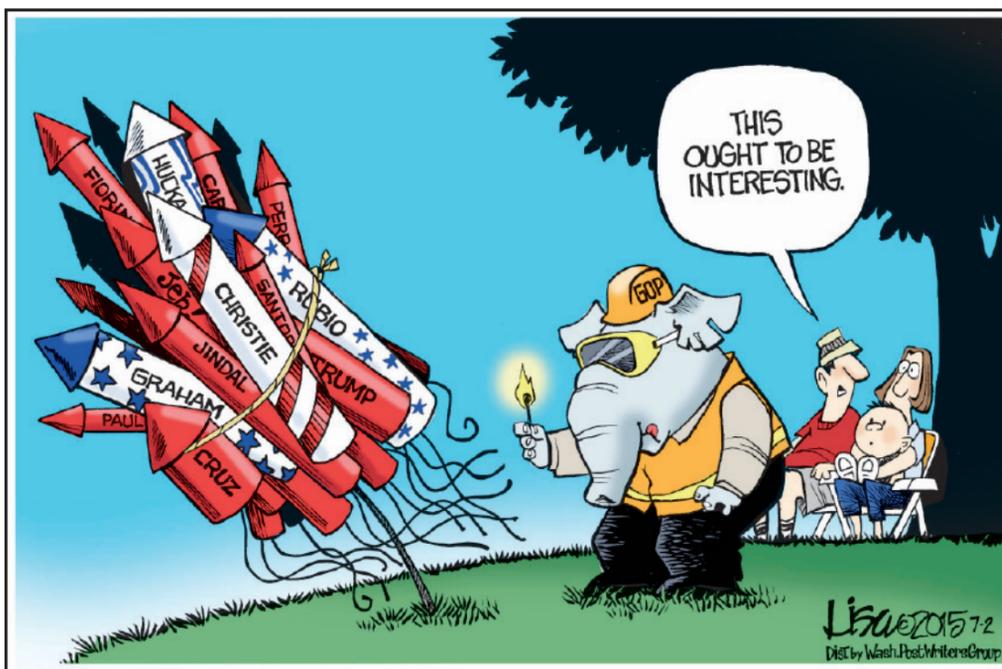
test" (Rand Paul); push through George W. Bush's failed privatization plan (Ted Cruz).

Never short on cynicism, Republicans argue that overhauls and cutbacks are essential to *save* Social Security, and that they have seniors' best interests in mind. GOP zealots insist the system is going "broke"—a familiar claim that, as Waldman points out, is "just not true."

With a few adjustments — most obvious would be to lift the \$117,000 cap on payroll taxes so that the rich pay a fair share — the program would be strong for years to come and no reduction in benefits necessary. Smaller payouts, said New York Times economic columnist Paul Krugman, would be "a harsh blow to Americans in the bottom half of the income distribution" — especially at a time when companies are cutting pensions.

While using stealth tactics to undermine Social Security, Republicans also are targeting Medicare, the health insurance program for seniors and disabled persons, and Medicaid, which assists low-income Americans.

Before passage of Medicare, Ronald Reagan actually warned government-backed health protection was sure to make the nation less "free." Republicans seem not to have noticed that liberty is alive and well in the United States. Undaunted by reality, they still warn of disaster. Want to assure the future of Social Security and Medicare? Don't vote for anyone next year who says they must be cut in order to be saved.



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Point of View

BY HAROLD MEYERSON

Why U.S. Wages Won't Budge

Job creation is up. Unemployment is down. Wages are stagnant. And economists — well, some economists — are confused.

Tighter labor markets are supposed to give workers more bargaining power. To be sure, there are still millions of Americans who left the workforce during the recession and have yet to return; employers' knowledge of their absence is probably holding wages down. But at the rate that new jobs are now popping up, we should, by all conventional metrics, be seeing at least some increase in Americans' take-home pay.

And yet, we're not. Thousands of jobs are created each month and official unemployment has fallen to its lowest rate since early 2008. Wages, however, increased by an anemic 0.1 per cent. Over the previous 12 months, they increased just 2 per cent. Factoring in inflation, they've barely increased at all. Which defies virtually every economic tenet we learned during the 20th century.

But the economy of the 21st century doesn't work like its predecessor did. The rise of globalization and work-replacing technology has eliminated millions of middle-class jobs. As researcher Elise Gould of the Economic Policy Institute has shown, real wages fell for virtually every American last year.

Over the past decade, more than 90 percent of Fortune 500 corporations' net earnings have been funneled to investors. The great shareholder shift has affected more than employees' incomes. As Luke A. Stewart and Robert D. Atkinson noted in a 2013 report for the Information Technology and Innovation Foundation, business investment in equipment, software and buildings increased by just 0.5 per cent per year between 2000 and 2011 — "less than a fifth that of the 1980s and less than one-tenth that of the 1990s."

The power of major shareholders to appropriate corporate revenue has grown as the power of workers to win raise increases has dwindled — even though

the actual commitment of shareholders to any one corporation has diminished. In 1960, the average length of time an investor held a stock was eight years; today, it's four months, and when computerized high-frequency trading is factored in, it's 22 seconds.

The decimation of private-sector unions has flatly eliminated the ability of large numbers of U.S. workers to bargain collectively for better pay or working conditions. But the ability of financiers to threaten the jobs of corporate managers unless they fork over more cash to shareholders has greatly increased.

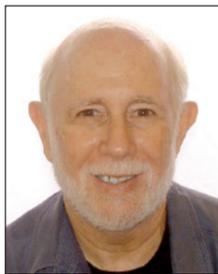
Facing one such challenge from an "activist investor" backed by four hedge funds, General Motors on Monday announced that it would buy back \$5 billion of its shares, thereby raising the value of the remaining shares and enriching those investors as a reward for their hard work instilling fear in GM's managers.

As for GM's assembly-line workers, their union hopes to eliminate or at least diminish the two-tier pay system instituted during the auto bailout, under which every worker hired since 2009 can make no more than two-thirds of what veteran workers make, no matter how long those newer hires work at GM. But with the overall rate of unionization so low, GM's workers don't have the leverage that one "activist investor" has, though they make the cars while the investor makes threats.

At the root of our great pay stagnation is the appropriation by major investors of the funds that used to go to businesses' research, modernization, expansion and workers. Full employment will certainly boost workers' wages, but unless the power shift from workers to investors is reversed, the stagnant middle class we will always have with us.

Harold Meyerson is editor-at-large at American Prospect magazine and a columnist for the Washington Post where this piece first appeared. It is reprinted with permission of the author.

Not Broken, Don't Fix



On Aug. 15, 1965, the Beatles played a legendary rock 'n' roll concert at Shea Stadium in Queens, New York, while, a mile away, I was getting married.

It was two weeks after Congress passed amendments to the Social Security law that created Medicare.

Fifty years later, my wife and I are still together, devoted to the Beatles, and – better believe it – grateful for Medicare.

It is one of the nation's great social programs – efficient and essential.

So, naturally the Republicans want to change it by moving toward a privatized system.

Perhaps, in this case, the GOP should listen to its right-wing base – the Tea Party folks who a few years ago incongruously carried signs demanding: "Government, keep your hands off MY Medicare."

Nobody is saying Medicare is perfect.

Co-pays can be steep for some recipients. Top-tier supplemental plans are costly, too. Medicare doesn't cover dental, hearing or vision. But a reform initiated under President George W. Bush helps with the cost of prescriptions – a significant improvement, though one opposed by many on the far-right.

One other Medicare worry relates to a quirk in the law pertaining to cost of living calculations that could result in approximately 15 million wealthier

seniors facing premiums hikes next year.

But, all things considered, those are relatively small complaints about an otherwise outstanding system.

Still, the Republicans want to tamper with success.

Rep. Paul Ryan, the very conservative head of the House Committee on Ways and Means, favors a voucher system for Medicare. He calls it a "premium support" plan that allows a choice of traditional Medicare or subsidies to pay for private plans.

The bad news?

Ryan's proposal would force those 55 or older into the new arrangement, depriving Medicare of the younger, healthier people who help keep medical costs from soaring.

The chance of Ryan succeeding is not much better than the odds facing President Bush in 2004 when he foolishly tried to privatize Social Security and throw the nation's premier social safety net system into the hands of Wall Street traders.

Had Bush been able to privatize Social Security, millions of seniors would have been ruined in the recession of 2008-09.

Republicans consistently ignore a fundamental lesson of practical politics: If it ain't broke, don't fix it. Okay, GOP, pay attention: Social Security works. So does Medicare. Keep hands off.

Guest Spot

BY ANTHONY VALVONA

A Sacred Pledge and Solidarity



This is the 20th anniversary year of the Detroit newspaper strike – an event that remains fresh in memory.

For union members, the strike as much demonstrated labor solidarity as it did corporate greed.

The Detroit News, owned by Gannett, and the Free Press, a Knight-Ridder property, were published under a joint operating agreement. Management poured huge amounts of money into a fierce, strike-breaking effort. But members of the GCIU – now the GCC/IBT – and other labor organizations stuck together. We all made a sacred pledge to one another, and through two tough years, we kept that promise.

I was sworn in as a union member in 1981, at age 20, and quickly became involved in Local 13-N. By the early 1990s, I could see that trouble was ahead. We negotiated a contract in 1992 with major concessions. Three years later, management wanted even more and said unions were trying to "pick our pockets" – an outrageous claim for companies recording \$55 million in yearly profits.

The bosses brought in security goons and spent a fortune in hotel bills for scabs from non-union plants. At the negotiating table, management pinched every penny. I took part in contract talks. Company representatives made clear they were not interested in any sort of fair settlement. Finally, on July 13, 1995, management officials walked away from the table. Union workers were officially locked out.

That night, guards escorted replacement workers to the plant. It was a dismal sight.

Members of the GCIU and other unions quickly

rallied. Union workers and their families stood on the picket line. People across the Detroit area offered support. The community was on our side. Still, many strikers were treated badly by police – pepper-sprayed, kicked and cursed at. But our guys kept showing up. We were there to stay.

In 1997, the strike ended. Management benefited when courts ruled the companies had not engaged in unfair labor tactics – ridiculous, in my view. Even with the edge, newspaper bosses proved mean-spirited at first. Only slowly did the News and Free Press begin to re-hire union workers. It took years for us to recover.

But we did. And our determination paid off. Most replacement workers ultimately joined the union – a victory, in itself – and I am happy to report that now our shop is 99.9 percent organized. People learned first-hand that numbers make a difference and that union representation is the best hope for guaranteeing decent wages and conditions – and a middle-class life.

Twenty years later, there is a lesson for us all in the painful history of the Detroit strike. Stand up for what's right. Don't back down. Keep the faith.

Anthony Valvona is president of GCC/IBT Local 13-N, Detroit.

All the Best

Video

Too Big To Fail

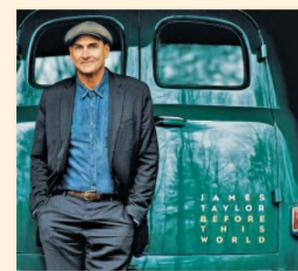
Curtis Hanson, director

With Wall Street again opposing financial regulation and conservatives complaining of government overreach, it may be good to take another look at this tense – and, sometimes, terrifying – 2012 movie. "Too Big" traces the demise of Lehman Brothers bank and the panic and peril that followed. Anchoring the story is then-Treasury Secretary Henry Paulson, played convincingly by William Hurt, who must act quickly if the country is to be saved from economic collapse. Though disaster was averted, the movie makes clear the nation survived a mighty close call. Should be required viewing on the "Street" – and in Congress, too. *HBO Studios, \$12.73/Amazon.com*

Music

Before This World

James Taylor



It's been 13 years since James Taylor released an album and fans of the soothing folkie style of one of pop music's most resilient troubadours are

sure to rejoice with the arrival of "Before This World." At 67, Taylor offers tunes of solace and assurance – and an endearing sense of camaraderie that says "Hey, I'm still here, and – terrific! – so are you." None of it is too deep – songs range from a nostalgic piece in praise of his beloved Boston Red Sox called "Angels of Fenway," to an on-the-road anthem titled, "Stretch of the Highway." In this long-awaited collection, Taylor comes across as an old friend still happy to be along for the ride. *Concord, \$14.88 (Deluxe edition)/Amazon.com*

Print

Get What's Yours: The Secrets to Maxing Out Your Social Security

Laurence J. Kotlikoff, Philip Moeller, Paul Solman

A book on Social Security that reaches best-seller ranks? With good reason, "Get What's Yours" raced up the charts, became the topic of dozens of talk show segments and prompted conversations around the country. The authors – economist Kotlikoff, financial journalist Moeller and PBS economics correspondent Solman – dissect the daunting Social Security system in highly readable fashion and outline strategies that can significantly increase monthly payouts. "You have been forking over payroll taxes your entire working life," the authors say. "You deserve to get what you paid for; and it's the law." Looking for a good retirement investment? Buy this book. *Simon & Schuster, 10.48/Amazon.com*

Internet

Roadfood.com

You know the feeling. You're on the road, hunger strikes, and the only thing in sight is the usual lineup of fast-food "restaurants." With a little planning, or by firing up your tablet or smartphone, you can beat the blah-burger blues. Food writers Jane and Michael Stern – once married; now, not – travel the country looking for the consummate corn dog, bravura barbeque and perfect peach pie. Their tips are available on the Roadfood.com website. Type in a your location and never settle for second best again. Looking for honey crullers in Longmeadow, Massachusetts? Huevos rancheros in Tucson? Barbeque in Charlotte, North Carolina? Roadfood's got it covered.

Candidates Announce Plans to Run

The GCC/IBT Constitution provides that candidates for Conference office and General Board may have a photograph and a statement of 50 words or less published in the Graphic Communicator. These are the photos and statements submitted by candidates seeking nominations for the next regular mail ballot election in February. Ballots will be counted in March 2016. Article XIII, Section 6, cites:

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

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



BOARD OF ELECTORS REQUIREMENTS

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

9 LOCALS FAIL TO FILE NOTICES

Of the 89 Local Unions affiliated with the GCC/IBT, 9 Locals did not respond to requests for December nomination meeting information, according to GCC/IBT Secretary-Treasurer/Vice President Robert Lacey.

There were two separate mailings to Locals requesting that the Locals provide nomination meeting date, place and time for publication in this issue of the Graphic Communicator. The nomination meetings listed in this issue represent the 80 Local Unions that did respond. Members of Local Unions not listed should contact Local Union officers for details.

Per the GCC/IBT Constitution, Local Unions must mail nominations (endorsements) to the Conference Secretary-Treasurer no later than December 31, 2015 to be valid.

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

INTERNATIONAL OFFICERS

PRESIDENT

I am respectfully seeking re-election as President and humbly ask for your support. As your GCC President and Teamster Vice President, I have demonstrated my ability to lead and make the needed decisions to keep our Union viable while maintaining our autonomy. I pledge my continued dedication to our Union.

Je sollicite respectueusement un nouveau mandat de président et je vous demande humblement de m'appuyer. Comme président de la CCG et vice-président des Teamsters, j'ai montré que je peux diriger et prendre les décisions voulues pour assurer la viabilité et l'autonomie de notre syndicat. Je m'engage à continuer de me dévouer à notre syndicat.

Me presento respetuosamente a la reelección como Presidente y les pido humildemente su apoyo. En el puesto de Presidente de la GCC y Vicepresidente del Sindicato de los Teamsters, he demostrado mi capacidad para liderar y tomar las decisiones necesarias para que nuestro Sindicato siga siendo viable sin renunciar a nuestra autonomía. Me comprometo a continuar mi dedicación al Sindicato.



George Tedeschi
Incumbent from Nassau
County Local 406-C

SECRETARY - TREASURER / VICE PRESIDENT

I proudly announce my candidacy for re-election as your Secretary-Treasurer/VP and respectfully seek your nomination and support. I have aggressively worked to ensure financial stability and fought for our members by personally assisting Locals. I pledge to fight to protect and improve the economic well being for all members.

Je suis fier de me représenter comme secrétaire-trésorier et vice-président, et je sollicite respectueusement votre soutien et votre vote. J'ai travaillé fort pour notre stabilité financière et défendu nos membres en aidant personnellement les sections locales. Je m'engage à protéger et à améliorer le bien-être économique de tous nos membres.

Tengo el orgullo de postularme para la reelección en el puesto de Secretario-Tesorero y Vicepresidente al servicio de todos ustedes y les pido respetuosamente que me nominen y me apoyen. He trabajado con toda mi energía para asegurar nuestra estabilidad financiera y he luchado por nuestros miembros ayudando personalmente a las Locales. Me comprometo a batallar para proteger y para mejorar el bienestar económico de todos los afiliados.



Robert Lacey
Incumbent from Evansville
Local 571-M

THE GENERAL BOARD

PACIFIC REGION

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

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

Es un honor y un privilegio servir como miembro de la Junta General para la Región Pacífico. Les pido respetuosamente que me apoyen en la reelección. Continuaré sirviendo y representando a los miembros para asegurar la viabilidad de una GCC fuerte dentro de la IBT.



Clark Ritchey
Incumbent from
Seattle Local 747-M
Pacific Region

in GCC/IBT's 2016 Elections

THE GENERAL BOARD

ATLANTIC REGION

I am seeking your support, nomination and vote for the General Board from the Atlantic Region. We must continue to service our locals and work to organize the unorganized. Working together we can keep the GCC viable into the future and maintain our identity. I look forward to serving you.

Je sollicite votre soutien et votre vote pour ma candidature au conseil général de la région de l'Atlantique. Nous devons continuer à servir les sections locales et organiser les non-syndiqués. Ensemble, nous pouvons assurer la viabilité future de la CCG et maintenir notre identité. Au plaisir de vous servir.

Les pido que me apoyen, me nominen y me voten en las elecciones a la Junta General para la Región Atlántica. Tenemos que continuar al servicio de nuestros sindicatos locales y trabajar para organizar a los que todavía no están organizados sindicados. Si trabajamos juntos conseguiremos que la GCC siga siendo posible y conservaremos nuestra identidad. Será un honor poder servirles.

It's been an honor to serve as Atlantic Region Representative of the General Board. I am also a member of the Merger Commission. Consolidating Locals with other Locals or District Council will help keep our Conference Strong. With your continued support we can overcome the challenges the Printing Industry faces.

J'ai été honoré de représenter la région de l'Atlantique au conseil général. Je suis membre de la Commission des fusions. En regroupant les sections locales entre elles ou avec le conseil de district, notre Conférence restera forte. Avec votre soutien, nous pouvons surmonter les défis qui attendent l'industrie de l'imprimerie.

Ha sido un honor servir en el puesto de Representante de la Junta General para la Región Atlántica. Soy también miembro de la Comisión para Fusiones Sindicales. Si consolidamos unas Locales con otras, o con el Consejo Distrital, nuestra Conferencia se mantendrá fuerte. Con el apoyo sostenido de todos ustedes podemos superar los retos con que se enfrenta el sector de la imprenta.



Kurt Freeman
Incumbent from
Philadelphia Local 14-M
Atlantic Region



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

CANADIAN REGION

It has been an honour to represent the Canadian membership. With the same original enthusiasm and devotion, I respectfully seek your nomination for re-election to the GCC General Board. I am actually VP of Local 555M and I was, before our merger, an officer of Local 41M for 23 years.

Ce fut un honneur de représenter les membres canadiens. C'est animé du même enthousiasme et dévouement que je vous demande d'appuyer à nouveau ma candidature au conseil général de la CCG. Je suis vice-président de la section locale 555M et j'ai dirigé, avant la fusion, la section locale 41M pendant 23 ans.

Ha sido un honor representar a la membresía canadiense. Con el mismo entusiasmo y devoción, solicito respetuosamente que apoyen mi candidatura para la reelección como miembro de la Junta General de GCC. Actualmente soy vicepresidente de la Local 555M y, antes de nuestra fusión, fui dirigente de la Local 41M durante 23 años.



Denis Fournier
Incumbent from
Montreal Local 41-M
Canadian Region

SOUTHERN REGION

Reelect Eddie Williams, General Board, Southern Region. I solicit your endorsement and vote. Faithfully serve the Union members without missing a General Board meeting, 28 years Union experience, currently serving Secretary-Treasurer, Vice President of Local 527-S, Bachelor of Art Degree, Health & Safety Facilitator, President North American Specialty Conference.



Eddie Williams
Incumbent from
Atlanta Local 527-S
Southern Region

Réélisez Eddie Williams au conseil général de la région Sud. Je sollicite votre appui et votre vote. J'ai servi loyalement les syndiqués sans manquer une réunion, j'ai 28 années d'expérience syndicale et un baccalauréat en arts; je suis secrétaire-trésorier et vice-président de la section locale 527-S, facilitateur en santé et sécurité, et président de la Conférence des métiers spécialisés d'Amérique du Nord.

Reelijan a Eddie Williams, Junta General, Región Sur. Solicito su respaldo y su voto. Servicio fiel a los miembros del Sindicato sin faltar a una sola Junta General; 28 años de experiencia sindical, puesto actual, Secretario-Tesorero y vicepresidente de la Local 527-S; graduado universitario, facilitador en cuestiones de Salud y Seguridad, Presidente de la North American Specialty Conference.

I Robert Kelly wish to announce my candidacy to run for the position of General Board Member for the Southern Region. Solidarity Robert Kelly



Robert Kelly
Chattanooga Local 197-M
Southern Region

Je, Robert Kelly, annonce ma candidature au poste de membre du conseil général pour la région du Sud. Solidairement vôtre, Robert Kelly

Yo, Robert Kelly, deseo anunciar mi candidatura para el puesto de Miembro de la Junta General para la Región Sur. Solidaridad. Robert Kelly

**GCC Conference mail ballots
must be received by
8:30 a.m. March 23, 2016**

Election Statements From GCC/IBT Candidates

THE GENERAL BOARD

CENTRAL REGION

It's been a privileged honor serving our Union. We face many challenges ahead. First and foremost we must protect our autonomy as a conference. The printing, paper and packaging industry still has a huge presents. It is important that we look for ways to put Organizing as our priority. Sincerely

Cela a été un privilège et un honneur de servir notre Syndicat. De nombreux défis nous attendent. Nous devons avant tout protéger notre autonomie comme conférence. L'industrie de l'imprimerie, du papier et de l'emballage est encore très présente. C'est important de trouver des façons de faire du recrutement notre priorité. Cordialement.

Ha sido un privilegio y un honor servir a nuestro Sindicato. Nos esperan muchos retos. En primer lugar, tenemos que proteger la autonomía de nuestra Conferencia. El sector de imprenta, papel y embalajes continúa teniendo una presencia muy destacada. Es importante encontrar maneras de dar prioridad a las actividades de organización. Sinceramente.

As a second generation GCC member with over 29 years of dedicated service to our Union, I would like your nomination and support for the GCC/IBT General Board for the Central region. We all must work together to preserve and grow our great Union.

Membre de deuxième génération de la CCG, dévoué depuis plus de 29 ans à notre syndicat, je vous demande de soutenir ma candidature au conseil général de la CCG-FIT pour la région du Centre. Nous devons mettre nos efforts en commun pour préserver et faire croître notre formidable syndicat.

Como miembro de segunda generación de la GCC con más de 29 años de dedicación al servicio de nuestro Sindicato, les pido que me nominen y me apoyen como candidato en las elecciones para la Junta General de GCC/IBT para la Región Central. A todos nos toca trabajar juntos para la conservación y el crecimiento de nuestra gran organización.



Garry Foreman
Incumbent from
Indianapolis Local 17-M
Central Region



Steve Nobles
Detroit Local 2/289-M
Central Region

MOUNTAIN REGION

I am proudly announcing my candidacy for GCC/IBT General Board, Mountain Region. I humbly request the opportunity to continue to earn your trust and confidence through my hard work protecting the interests of our membership. I respectfully solicit your support for my nomination and election as a General Board Member.



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

Je suis fier d'annoncer ma candidature au conseil général de la CCG-FIT pour la région des Rocheuses. Je demande humblement de pouvoir continuer à mériter votre confiance en protégeant les intérêts de nos membres. Je vous demande respectueusement de soutenir ma candidature et mon élection comme membre du conseil général.

Tengo el orgullo de anunciar mi postulación para la Junta General de GCC/IBT, Región Montañosa. Les pido respetuosamente la oportunidad de continuar mereciendo su confianza trabajando duro para proteger los intereses de nuestros miembros. Solicito respetuosamente su apoyo para mi nominación y elección como miembro de la Junta General.

Members will receive mail ballots in February, 2016.

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 received 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

Local Union Nomination Meetings

DATES • TIMES • PLACES

Nomination meetings are listed by local, date, time and place. Some listings are incomplete because those locals supplied only partial information. Approximately nine (9) local unions do not have meeting dates listed because they reported no information to the GCC/IBT Secretary-Treasurer/Vice President's office at Graphic Communicator presstime.

Local Name	Meeting Date	Meeting Time	Meeting Place	Meeting Street	Meeting City	Meeting State
1B Twin Cities, MN	12/10/2015	03:30 PM	GCC/IBT District Council 1, Local 1-B	1884 Como Ave	St Paul	MN 55108
1C Washington, DC	12/12/2015	9:30 AM	Boswell Hall	6111 Columbian Way	Bowie	MD 20715
1L New York, NY	12/02/2015	06:00 PM	Amalgamated Lithographers of America Local One	113 University Place 3rd Floor	New York	NY 10003
1M Saint Paul, MN	12/21/2015	Noon and 5:30PM	Local Union Hall	678 Transfer Rd	St Paul	MN 55114
2N New York, NY	12/20/2015	02:00 PM	Teamsters Local 237	216 West 14th St	New York	NY 10011
3N Boston, MA	12/09/2015	07:00 PM	John McKeon Post AMVETS #146	4 Hilltop St	Dorchester	MA 02124
4B Washington, DC	12/12/2015	9:00 AM	Greenbelt Marriott Hotel	6400 Ivy Ln	Greenbelt	MD 20770
4B Washington, DC	12/19/2015	9:00 AM	Greenbelt Marriott Hotel	6400 Ivy Ln	Greenbelt	MD 20770
4C Philadelphia, PA	12/13/2015	12:00 PM	Teamsters Local 502 Commonwealth Assoc of School Admin	855 N Broad St	Philadelphia	PA 19123
8N Newark, NJ	12/14/2015	06:00 PM	Mailers Local 1100	373 Rte 46W, Bldg E, Suite 240	Fairfield	NJ 07004-2442
13N Detroit, MI	12/13/2015	02:00 PM	DC3 Warren Office	11420 E Nine Mile Rd	Warren	MI 48089
14M Philadelphia, PA	12/15/2015	05:00 PM	DC9 Conference Room	3460 N Delaware Ave Suite 300	Philadelphia	PA 19134
16C Kansas City, MO	12/05/2015	10:00 AM	American Inn	1211 Armour Rd	North Kansas City	MO 64116
16N Philadelphia, PA	12/09/2015	05:15 PM	Local 16 Union Hall (DC9 Headquarters)	3460 N Delaware Ave Suite 300	Philadelphia	PA 19134
17M Indianapolis, IN	12/10/2015	06:00 PM	Hampton Inn Anderson	2312 E 64th St	Anderson	IN 46013
22C Portland, ME	12/14/2015	05:30 PM	South Portland Printing Plant Facility	Gannett Drive	S. Portland	ME 04092
23N Milwaukee, WI	12/07/2015	05:00 PM	DC1 Hall	633 S Hawley Rd	Milwaukee	WI 53214
24M Pittsburgh, PA	12/19/2015	10:00 AM	GCC/IBT Local 24M/9N Union Hall	1825 Boulevard of the Allies	Pittsburgh	PA 15219
27C Buffalo, NY	12/15/2015	04:30 PM	Teamsters Local 264 Union Hall	35 Tyrol Dr	Cheektowaga	NY 14227
28N Salt Lake City, UT	12/01/2015	3:30 PM & 5:30 PM	Doubletree Hotel	5151 Wiley Post Way	Salt Lake City	UT 84116
38N Saint Louis, MO	12/15/2015	10:30 AM	VFW Post 3944	10815 Midland Blvd	St Louis	MO 63114
58M Phoenix, AZ	12/21/2015	05:00 PM	American Legion Hall Post 107	20001 N Cave Creek Rd	Phoenix	AZ 85024
72C Washington, DC	12/19/2015	9:00 AM	Riverdale Heights Volunteer Fire Dept Hall	6101 Roanoke Ave	Riverdale	MD 20737
77P Neenah, WI	12/21/2015	12:00 PM & 7:00 PM	DC1 GCC/IBT Local 77P Union Hall	1300 American Dr	Neenah	WI 54956
95C Clarksburg, WV			Information not provided - Contact Local Union Officers			
100M Toronto, ON Canada	12/04/2015	04:30 PM	Union Offices	165 East Beaver Creek Rd #21	Richmond Hill	ONT L4B 2N2
119B New York, NY	12/11/2015	05:00 PM	ALA Local 1	113 University Place 3rd Floor	New York	NY 10003
128N Midwest Newspaper, IN	12/13/2015	12 Noon	Motor City Casino	2901 Grand River Ave	Detroit	MI 48201
135C Battle Creek, MI	12/12/2015	9:00 AM	GCC/IBT Local 705-S (DC3 Regional Office)	8680 Verona Rd	Battle Creek	MI 49014
137C Wilkes-Barre, PA	12/20/2015	12:00 PM	Elks Lodge	39 Evans St	Pringle	PA 18709
140N Los Angeles, CA			Information not provided - Contact Local Union Officers			
192C Grand Forks, ND			Information not provided - Contact Local Union Officers			
197M Chattanooga, TN	12/13/2015	7:30 AM; 12:30 PM & 3:30 PM	IBEW Union Hall	3922 Volunteer Dr	Chattanooga	TN 37416
226M Tulsa, OK	12/13/2015	02:00 PM	Tally's	1102 S Yale	Tulsa	OK 74112
227C Billings, MT			Information not provided - Contact Local Union Officers			
235M Kansas City, MO	12/14/2015	8 AM; 12:30 PM & 4:00PM	Union Hall	10221 E 40 Highway	Independence	MO 64055
240C Bismarck, ND	12/14/2015	07:00 PM	Ken Jangula Residence	602 S 11th St	Bismarck	ND 58504
241M Scranton, PA	12/20/2015	12:30 PM	West Side Social Club	McAlpine Dr	Avoca	PA
242C Missoula, MT	12/01/2015	05:00 PM	Butte Silver Bow Public Library; Frank Little Room; 3rd Floor	226 W Broadway	Butte	MT 59701
261M Buffalo, NY	12/03/2015	04:00 PM	Ellicott Square	295 Main St	Buffalo	NY 14203
264M Springfield-Hartford, MA			Information not provided - Contact Local Union Officers			
285M Washington, DC	12/05/2015	9:30 AM	GCC/IBT Local 285-M	6210 North Capitol St NW	Washington	DC 20011
286C Enid, OK	12/07/2015	02:00 PM	Pratt Residence	1730 W Thompson Ave	Enid	OK 73703
327C Anchorage, AK	12/02/2015	04:45 PM	Bernie's	626 D St	Anchorage	AK 99501
329C York, PA	12/13/2015	9:00 AM	IBEW Local 229	555 Willow Springs Ln	York	PA 17406
330C Olean Ny - Bradford, PA	12/16/2015	03:00 PM	Evans Memorial Church	1447 South Ave	Lewis Run	PA 16738
338C Meadville, PA	12/16/2015	08:00 PM		12885 Park Lane Dr	Meadville	PA 16335
367M Dallas, TX	12/08/2015	02:00 PM	Double Tree	3300 W Mockingbird Ln	Dallas	TX 75235
379C Mankato, MN	12/10/2015	04:45 PM	Eagles #269	708 N Riverfront Dr	Mankato	MN 56001
388M Los Angeles, CA	12/01/2015	11:00 AM and 6:00 PM	Holiday Inn	7000 Beach Blvd	Buena Park	CA 90620
388M Los Angeles, CA	12/01/2015	11:00 AM and 6:00 PM	La Quinta Inn & Suites	20777 Hesperian Blvd	Hayward	CA 94541
392C Morgantown, WV	12/13/2015	08:00 PM	Dominion Post	1251 Earl L Core Rd	Morgantown	WV 26505
406C Nassau County, NY	12/16/2015	8:00 AM	VFW Post 2912	19 Colonial Springs Rd	Wheatley Heights	NY 11798
415S Chicago, IL	12/13/2015	01:30 PM	Guide's	5544 South Archer Ave	Chicago	IL 60638
432M San Diego, CA			Information not provided - Contact Local Union Officers			
443C Fairmont, WV			Information not provided - Contact Local Union Officers			
444C Daytona Beach, FL			Information not provided - Contact Local Union Officers			
458M Chicago, IL	12/09/2015	05:00 PM	District Council 4	455 Kehoe Blvd Suite 110	Carol Stream	IL 60188
493M Clearfield, PA	12/17/2015	03:15 PM	Grice Clearfield Community Museum	119 N 4th St	Clearfield	PA 16830
503M Rochester, NY	12/02/2015	04:30 PM	Union Hall	1393 South Ave	Rochester	NY 14620
507S Kalamazoo, MI	12/19/2015	9:00 AM	Teamsters Hall	Miller Rd	Kalamazoo	MI 49001
508M Cincinnati, OH	12/19/2015	9:30 AM	District Council 3 Headquarters	2351 W McMicken Ave	Cincinnati	OH 45214
518M Quad Cities, IL	12/05/2015	10:00 AM	Comfort Inn Ft Madison, IA: Santa Fe Room	6169 Reve Ct	Ft Madison	IA 52627
527S Atlanta, GA	12/01/2015	03:00 PM	West Rock (formerly known as RockTenn)	170 Lisle Rd	Lexington	KY 40511
527S Atlanta, GA	12/02/2015	03:00 PM	Greif Packaging	900 Westinghouse Blvd	Charlotte	NC 28273
527S Atlanta, GA	12/03/2015	10:00 AM	District Council 2	710 E Commonwealth Ave	Fullerton	CA 92831
527S Atlanta, GA	12/04/2015	03:00 PM	Printmeisters of Orlando, Inc	10732 William Tell Dr	Orlando	FL 32821
527S Atlanta, GA	12/06/2015	02:00 PM	GCC/IBT Local 527-S	715 Veterans Memorial Hwy SE	Mableton	GA 30126
527S Atlanta, GA	12/07/2015	02:00 PM	DPK Printing	808 Lady St	Columbia	SC 29201
541S Salt Lake City, UT	12/01/2015	8:00 AM; 1:00 PM & 4:30 PM	Doubletree Hotel	5151 Wiley Post Way	Salt Lake City	UT 84116
543M Omaha, NE	12/03/2015	8:00 AM; 3:30 PM & 5:30 PM	Teamsters Local 554	4349 S 90 St	Omaha	NE 68127
546M Cleveland, OH	12/03/2015	04:30 PM	Local 546-M Union Hall	3227 W 25th St	Cleveland	OH 44109
550M Grand Rapids, MI	12/05/2015	10:00 AM	Teamsters Local 406	3315 Eastern Ave SE	Grand Rapids	MI 49508
555M Montreal, QC Canada	12/05/2015	10:00 AM	Local 555-M Office	1835 Fleury E	Montreal	QC H2B 1H7
555S Grand Rapids, MI	12/17/2015	7:15 AM; 2:00 PM & 3:15 PM	Local 167 UAW Hall	1320 Burton St SW	Wyoming	MI 49509
568M Peoria, IL	12/06/2015	11:00 AM	AFL-CIO Labor Temple	400 N.E. Jefferson	Peoria	IL 61601
571M Evansville, IN	12/15/2015	04:00 PM	Local 571-M Union Hall	2425 Highway 41 N Suite 132	Evansville	IN 47711
575M Wichita, KS	12/12/2015	9:00 AM	Machinist Hall	3830 S Meridian Ave	Wichita	KS 67217
577M Milwaukee-Madison, WI	12/14/2015	04:00 PM	Yatchak Hall	633 S Hawley Rd	Milwaukee	WI 53214
594S York, PA	12/20/2015	12:00 PM	IBEW Local 229 Union Hall	555 Willow Springs Ln	York	PA 17406
600M Boston, MA	12/13/2015	10:30 AM	GCC Boston Local 600-M Union Hall	4 Squire Rd	Revere	MA 02151
612M West Caldwell, NJ	12/03/2015	06:30 PM	Local Union Office Local 612-M	1099 Bloomfield Ave	West Caldwell	NJ 07006
619M Louisville, KY	12/03/2015	11:00 AM	Teamsters 783 Union Hall	7711 Beulah Church Rd	Louisville	KY 40228
625S Denver, CO	12/02/2015	1:00 PM and 3:30 PM	Crown Plaza Hotel	15500 E 40th Ave	Denver	CO 80239
642S Grottoes, VA	12/21/2015	04:15 PM	Grottoes Fire Dept	109 3rd St	Grottoes	VA 24441
670C Richmond, VA	12/19/2015	10:00 AM	Sheet Metal Union Hall	184 East Belt Blvd	Richmond	VA 23224
704C Fairbanks, AK			Information not provided - Contact Local Union Officers			
705S Battle Creek, MI	12/10/2015	07:30 PM	GCC/IBT Local 705-S Union Hall	8680 Verona Road	Battle Creek	MI 49014
713S Washington, DC	12/06/2015	05:00 PM	US Govt Publishing Office (Carl Hayden Room)	732 North Capitol St NW	Washington	DC 20401
726S Shamokin, PA	12/20/2015	06:30 PM	Independence Fire Company	Arch and Market St	Shamokin	PA 17872
727S Des Moines, IA	12/15/2015	7:15 AM; 2:00 PM & 3:00 PM	Iron Workers Union Hall	1501 E Aurora Ave	Des Moines	IA 50313
735S Hazleton, PA	12/06/2015	07:30 PM	Comfort Inn	58 State Route 93	W Hazleton	PA 18202
747M Seattle, WA	12/02/2015	11:00 AM and 6:00 PM	La Quinta Inn	1425 E 25th St	Tacoma	WA 98421
2289M Detroit, MI	12/19/2015	10:00 AM	GCC/IBT District Council 3	11420 E Nine Mile Rd	Warren	MI 48089
4535M Houston, TX	12/04/2015	07:00 PM	AFL-CIO	1106 Lavaca St #200	Austin	TX 78701
4535M Houston, TX	12/05/2015	10:00 AM	AFL-CIO	1106 Lavaca St #200	Austin	TX 78701
6505M Saint Louis, MO	12/08/2015	10:00 AM and 7:00 PM	GCC/IBT Local 6-505M Union Hall	105 Progress Parkway	Maryland Heights	MO 63043

Les candidats républicains incarnent le net virage à droite du parti

Par Zachary Dowdy
Collaboration spéciale au Communicator

Alors que les candidats républicains se démènent furieusement pour remporter la course à l'investiture présidentielle, les dirigeants de la CCG-FIT et les leaders locaux constatent que le parti républicain accentue son virage à droite en prévision de 2016, une perspective alarmante pour les travailleurs syndiqués.

Plusieurs candidats ont évoqué des thèmes antisyndicaux - le sénateur Rand Paul du Kentucky exhorte à en finir avec les négociations collectives et le gouverneur Jeb Bush de la Floride a promis de « retirer tout pouvoir » aux syndicats - ce qui a amené les dirigeants de la CCG-FIT à déclarer qu'une victoire des républicains en 2016 constituerait un sérieux revers pour les travailleurs syndiqués.

« Je ne pense pas qu'un républicain va penser aux intérêts des travailleurs ni qu'il se soucie de nous, a déclaré Paul Mancillas, président de la section locale 458-M de Chicago. Leur programme s'adresse au grand capital et aux banques. »

Même si les sondages montrent que les candidats républicains jouissent d'un certain soutien parmi les cols bleus de la classe moyenne, P. Mancillas estime qu'aucun n'a une vision qui cadre avec les besoins des Américains ordinaires. « Même dans mes pires cauchemars, je ne voterai pour aucun républicain. »

Des sentiments partagés par

John Agenbroad, secrétaire-trésorier du conseil de district no 3 à Cincinnati.

« C'est un cirque, a-t-il dit. Il n'y a pas un seul candidat républicain qui, à mon avis, définit vraiment et véritablement ce qu'est l'Amérique. Ils sont tous occupés à dénigrer les gais et à s'opposer à l'avortement, à s'attaquer aux syndicats et à accorder des allègements fiscaux aux riches - ce n'est pas ainsi que ce pays va avancer. »

George Tedeschi, président de la CCG-FIT, a exhorté les travailleurs et leurs familles à s'intéresser de près aux candidats pendant la prochaine saison des primaires, en particulier ceux qui ont le soutien de groupes ultraconservateurs et de personnalités riches et opposées aux syndicats comme les industriels Charles et David Koch.

« Le parti républicain et ses grands bailleurs de fonds utilisent malheureusement des tactiques alarmistes pour tenter de discréditer le mouvement syndical, a précisé G. Tedeschi. Les candidats républicains jouent sur les peurs des Américains non informés et prennent toujours les syndicats pour cible. Nous ne devons pas les laisser arriver à leurs fins. »

Sans être parfait, a précisé G. Tedeschi, le bilan des démocrates vise nettement plus à aider la classe moyenne.

Il a fait allusion à un récent article du New York Times, qui évoquait le nombre d'initiatives en faveur des travailleurs ayant été introduites par l'administration Obama, notamment une réglementation qui a permis à des millions de travailleurs d'être

admissibles aux heures supplémentaires et une autre qui a assuré une protection salariale et horaire à ceux qui donnent des soins à domicile. En outre, le Conseil national des relations du travail - les démocrates nommés par Obama y détiennent une majorité de 3-2 - a instauré un règlement qui accorde des droits de négociation collective aux employés des entrepreneurs et des franchises.

« L'époque étant aux zélés du Tea Party et à l'influence de l'aile droite, jamais un président républicain va appuyer ce genre de programme syndical », a affirmé G. Tedeschi.

Abondant dans le sens de G. Tedeschi, Stephen Sullivan, président de la section locale no 3-N de Boston, a fait remarquer que le parti républicain avait déjà compté dans ses rangs un important contingent de modérés, mais qu'il est maintenant tellement conservateur que les électeurs de la classe moyenne ont peu de raisons de l'appuyer.

« Si les républicains étaient connus pour protéger les intérêts de la classe moyenne, nous voterions pour eux, a déclaré S. Sullivan. Mais ils ont un programme et sont tributaires des gens qui leur donnent de l'argent. Nous devons vraiment continuer de nous concentrer sur l'économie et la création d'emplois. Les républicains parlent d'aider la classe moyenne, mais ils votent contre elle. »

« Trump a beaucoup d'idées mais peu de solutions », a-t-il ajouté.

Le succès de Trump, un promoteur

immobilier et une personnalité du monde de la télé-réalité, coïncide avec le virage à droite du parti républicain, ont indiqué les dirigeants syndicaux.

Trump fait la une des journaux presque tous les jours avec ses propos désobligeants sur les immigrants mexicains, les femmes et ce qu'il considère comme le déclin de l'influence mondiale de l'Amérique.

P. Mancillas a parlé d'une caricature parue récemment dans les journaux, qui montrait à quel point le parti républicain s'était éloigné de ses racines. La caricature montrait Abraham Lincoln, grand et fier, penché au-dessus Donald Trump - le républicain qui était en tête des premiers sondages d'opinions - les mains trainant au sol à la façon d'un Néandertalien.

J. Agenbroad a dit que Trump exploite un sentiment de mécontentement généralisé.

« Donald Trump convainc uniquement parce que les gens sont furieux de l'engorgement à Washington et de la partisanerie paralysante. » Il a ajouté qu'il existe encore quelques modérés admirables chez les républicains mais qu'aucun ne se présente malheureusement à la course à la présidence.

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

Los candidatos del GOP reflejan el drástico giro a la derecha del partido

Por Zachary Dowdy
Especial para The Communicator

Mientras los candidatos republicanos se pelean frenéticamente para ganar la nominación presidencial de su partido, los directivos y líderes locales de GCC/IBT dicen que el panorama para 2016 muestra que el Partido Republicano se está inclinando todavía más a la derecha. Esta perspectiva es alarmante para los sindicatos.

Varios de los aspirantes han tocado temas antilaborales: el senador Rand Paul de Kentucky pide poner fin a la negociación colectiva y el ex gobernador de Florida, Jeb Bush, ha prometido "quitarles el poder" a los sindicatos. Ante esta situación, los directivos de GCC/IBT advierten que una victoria de los republicanos en 2016 perjudicaría seriamente al movimiento laboral.

"No creo que haya entre ellos ningún republicano que vaya a tener en cuenta los intereses de los trabajadores ni a preocuparse por nosotros", dijo Paul Mancillas, presidente de la Local 458-M de Chicago. "Están del lado de las grandes empresas y bancos".

Aunque según las encuestas los candidatos republicanos cuentan con un cierto nivel de apoyo entre los votantes de las clases media y trabajadora, Mancillas dijo que ninguno de ellos ha presentado una visión clara que responda a las necesidades del pueblo en Estados Unidos. "Ni en mi peor pesadilla votaría yo por ninguno de los republicanos", manifestó.

En parecidos términos se ha expresado

John Agenbroad, secretario-tesorero del Consejo Distrital 3 en Cincinnati.

"Es un verdadero circo", dijo Agenbroad. "No hay un solo postulante del Partido Republicano que en mi opinión defina la verdadera realidad del país. No salen de los temas de atacar a los gays, de ir contra el aborto, de enfrentarse a los sindicatos y de buscar medios para que los ricos paguen menos impuestos. Y no es así como va a salir adelante el país."

George Tedeschi, presidente de GCC/IBT, ha pedido a los trabajadores y a sus familias que presten mucha atención a los candidatos durante esta campaña de elecciones primarias y que se fijen muy especialmente en quiénes son los que reciben apoyo de grupos archiconservadores y de millonarios antisindicales como los industrialistas Charles y David Koch.

"Es triste, pero el Partido Republicano y sus acaudalados financiadores están usando tácticas amedrentadoras para desacreditar el movimiento obrero", dijo Tedeschi. "Los candidatos republicanos están explotando el miedo de personas mal informadas y los sindicatos son siempre blanco de sus ataques. No debemos permitir que triunfen."

Aunque el historial de los demócratas no sea perfecto, dijo Tedeschi, este partido está mucho más a favor de ayudar a la clase media.

Como ilustración, citó un artículo reciente del New York Times que enumeraba una serie de iniciativas favorables a los trabajadores propuestas por la administración

de Obama. Entre ellas, una disposición que daba a los trabajadores el derecho a recibir paga por sobretiempo, y otra por la que se protegen los salarios y los horarios de los trabajadores que cuidan de ancianos y enfermos en sus casas. Además, una decisión de la Junta Nacional de Relaciones Laborales (en la que hay una mayoría de 3 a 2 de demócratas nombrados por Obama) establecía el derecho a la negociación colectiva de los empleados de contratistas y franquicias.

"En estos tiempos de fanatismo del Tea Party y de influencias de la derecha, a ningún presidente republicano le sería posible apoyar este tipo de medidas favorables a los trabajadores", dijo Tedeschi.

Stephen Sullivan, presidente de la Local 3-N de Boston, añadió a las declaraciones de Tedeschi su propia observación de que en tiempos pasados el Partido Republicano contaba con un apreciable número de moderados, pero ahora es tan conservador que los votantes de las clases trabajadoras tienen pocas razones para apoyarlo.

"Si los republicanos hubieran votado en el pasado por proteger los intereses de la clase media, nosotros votaríamos por ellos", dijo Sullivan. "Pero tienen sus prioridades y se deben a los que les donan mucho dinero. Realmente tenemos que enfocarnos en la economía y en la creación de empleo. Los republicanos hablan de la clase media pero luego votan en contra de ella."

Sullivan añadió que "Trump tiene ideas

largas pero soluciones cortas".

El éxito de Trump, un promotor inmobiliario y personalidad de los programas de "tele-realidad", sigue el mismo giro a la derecha del Partido Republicano, observaron varios directivos sindicales.

Trump salía en los titulares casi a diario, con su insolente estilo y sus declaraciones impresentables contra los inmigrantes mexicanos, las mujeres y lo que él considera el descenso de la influencia global de Estados Unidos.

Mancilla mencionó una caricatura reciente en un editorial que ilustraba hasta qué punto se ha ido alejando de sus raíces el Partido Republicano. En ella se veía a Abraham Lincoln en pie y erguido orgullosamente y a Donald Trump, el favorito de la opinión en las encuestas iniciales de la campaña, encorvado y arrastrando las manos por la tierra al estilo cavernícola.

Agenbroad dijo que Trump está apelando al sentido de descontento reinante.

"La única razón de la popularidad de Donald Trump es que la gente está indignada" con el estancamiento de Washington y el partidismo paralizador, indicó. Agenbroad dijo que todavía pueden encontrarse algunos moderados admirables en el Partido Republicano. Por desgracia, añadió, ninguno de ellos está postulándose para presidente.

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

NLRB OKS OBERTHUR ELECTION

The National Labor Relations Board recently upheld a union election at Oberthur Technologies in Exton, Pennsylvania – a ruling that allows the GCC/IBT to gain 236 new members.

Officials from District Council 9 and Local 14-M hailed the decision issued by the three-member panel, which also cited the company for numerous unfair labor practice violations.

“They found the company violated employees’ rights by withholding employee wage increases, merit increases, transfers, promotions and production bonuses,” said John Potts, secretary-treasurer of DC 9 and Local 14-M.



The ruling ordered the company to “make whole employees who had their bonus or wage increase payments delayed because of a freeze imposed” when the election was pending.

In addition, the labor panel found Oberthur guilty of violating workers’ rights by forbidding employees to discuss union matters during work hours in production areas.

The board’s decision, which affirms the original administrative law judge’s ruling, came three years after the original September 2012 election at Oberthur.

“The organizing committee has maintained its solidarity through the adversity that accompanies a long-awaited decision and have continued to support the union and their fellow employees,” Potts said.

Oberthur can appeal the ruling concerning the unfair labor practice violations, but may not appeal the decision regarding the certification of the election.

In the meantime, union officials have sent a letter to the company demanding that contract talks begin and say they will file charges with the NLRB if Oberthur refuses.

“We will achieve a first-time contract with Oberthur,” Potts said, who thanked GCC/IBT Organizers Rick Street and Rickey Putman for their work on the campaign. “Local 14-M and District Council 9 are committed to providing these employees with what all workers in this country want: respect and a decent wage for a day’s work.”

DECERT BID FAILS AT LA TIMES

By a 2-1 margin, GCC/IBT members at the Los Angeles Times recently voted to turn back a decertification attempt by a small group of disgruntled employees.

It was the third attempt in eight years to disband the union, but members of Local 140-N stood strong, launched an aggressive counter campaign and won the September election.

“The most significant factor in the success of the campaign was the credibility of the new union leadership,” said Nick Caruso, GCC/IBT representative. “They reached out to the bargaining unit employees before the campaign ever began.”

Los Angeles Times

Caruso said the victory was especially impressive because one-third of the unit was hired in the past three years, with as many as 15 new pressroom workers in the past year alone.

Members at the Chicago Tribune, which owns the Los Angeles Times, sent a letter to their Southern California counterparts urging support for the GCC/IBT.

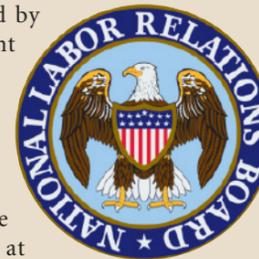
“I have been here before – and every time the vote to preserve their union gets stronger,” said Rickey Putman, GCC/IBT organizer. “Their brothers and sisters at the Chicago Tribune even stood in solidarity with them this time and openly signed a letter supporting them.”

Local 140-N President Cesar Calderon, who was elected in April, said the failure of the decertification campaign – launched during contract negotiations – would send union representatives back to contract talks with renewed determination.

“We are thrilled we won the certification,” said Calderon, who has worked at the Times for 32 years. “Now, we just have to move forward, return to the table and do what is best for all of our members.”

LABOR BOARD UPHOLDS UNION

Two important rulings were recently issued by the NLRB regarding elections at Sensient Natural Ingredients, in Turlock, California, and DPI Secuprint Inc., in Rochester, New York.



The board upheld the election at the Turlock facility and held that the GCC/IBT will be the exclusive bargaining representative of approximately 100 employees who work at the plant.

“Ultimately, we prevailed on everything” said Clark Ritchey, DC2 secretary-treasurer. “The employees are excited that the process for the election is now complete and we’re anxious to reach a first-time bargaining contract.”

Top issues at the Turlock plant include seniority, grievance procedures, fair wages and health insurance, Ritchey said.

A second labor board decision was related to the June, 2011 election at DPI Secuprint, a commercial print company.

Although the board ruled the election a tie, union officials welcomed the decision because it confirmed that the GCC/IBT had formed a legal bargaining unit.

“We consider this a victory because it will help in other organizing efforts,” said Tom Trapp, Local 503-M secretary-treasurer and organizer.

GCC/IBT attorney Peter Leff said the dispute focused on description of the bargaining unit.

“Our argument was that by the company’s own definition, it defined the offset press unit as a distinct identity from others in the unit,” Leff said. “The board agreed that they were distinct enough. Now the employer can’t come in and usurp the union’s desire of who they want to represent by trying to throw additional people into a unit.”

RETIRED GCC/IBT MEMBER ENTERS IOWA HALL OF FAME

Long-time union member Don Rowen has been inducted to the Iowa Alliance for Retired Americans Hall of Fame for his years of commitment to seniors and working families.



Don Rowen

“Don is an inspiration to all people who fight for the rights of working Americans and a hero for his undying love for his brothers and sisters, whether actively working or retired,” said Andre Johnson, president GCC/IBT Local 727-S, Des Moines.

Rowen, 80, began with the Des Moines local of the Lithographers in 1955 and then served as president of what was then GCIU Local 37 from 1961 until 1970. He retired in 1990.

He has since remained active with the labor movement and community affairs.

“It’s important to help seniors and working families because there isn’t any other way we are going to improve the quality of life for workers and retirees unless we are active politically,” Rowen said.

Rowen has received numerous awards for community activities.

He was named one of the “most powerful” people in Des Moines by the Des Moines Register in 1976. Rowen earned the Annual Citizen Award from the City of Des Moines in 1977, a public service citation from the Iowa Trial Lawyers Association in 1989, and the “Iowa Civil Rights Citizen of the Year” award in 2004.

The Hall of Fame program cited Rowen’s dedication and generous spirit.

“Don Rowen is a living legend in the Des Moines community, as well as the Iowa labor community,” the tribute said. “His lifelong commitment to improving the standard of living for all working people in Iowa and his willingness to share his time and talents to help build the labor movement and support his community are overwhelming evidence that he deserves recognition with this award.”

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.

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
August 2014									
1B	Judith S Ahartz 10-22-13	241M	Rose M Delvecchio 05-25-14	853T	Tyler Y Woo 06-24-14	458M	Richard C Rosenlund 08-20-14	1M	Albert F Rath 11-18-11
1B	Robert G Anderson 01-26-14	261M	Donald R Metz 04-18-14	999ML	Donald C Carier 06-26-14	458M	Walter R Rosignal 07-11-14	1M	James B Whipple 09-26-14
1B	Kathy T Brown 06-20-14	264M	Foster Crooke 05-07-14	999ML	Thelma Crawford 02-19-14	508M	Deles Jordan 07-30-14	2N	Robert H Arden 08-08-12
1B	Dorothy M Gruber 10-06-13	264M	Raymond E Thibodo Jr 06-16-14	999ML	Paul F Greene 05-15-14	509M	Sylvie Bolduc 08-14-14	2N	Richard Capria 07-31-12
1B	Robert J Koch 05-24-14	285M	Robert Foster 04-25-14	999ML	William H Hawks 06-22-14	514M	Mamie Davis 08-09-14	2N	Eugene Eisner 08-04-14
1B	Amy H Laube 04-17-14	285M	Louis R Wiedenhoft 07-09-14	999ML	Arnold W Herrick 06-15-14	514M	Betty L Skopec 01-22-14	3N	Paul B Obrien 08-27-14
1B	Lawrence H Marks 06-03-13	285M	Charlie W Williams 07-06-14	999ML	Helen A Horn 07-12-14	518M	William H Kunz 08-09-14	3N	Richard D Tomlinson, Sr 09-26-14
1B	Evelyn R Rollins 01-16-14	355T	Hal H Bowles, Sr 07-17-14	999ML	Antoinette C Kowalski 01-28-14	518M	Richard D Lowe 07-12-14	14	
1L	Joseph Asher 07-02-14	367M	Julian B Echols 03-09-14	999ML	Stephen Pappa 05-24-14	518M	Judy A Pottinger 07-29-14	4B	Charles F Longerbeam 07-27-14
1L	Lawrence T Cerezola 06-11-14	388M	Mary A Baker 07-06-14	999ML	Bessie D Satterfield 12-21-13	546M	Lawrence L Chapek 08-22-14	4B	Thomas C Lowery 05-10-14
1L	James Chambers 07-01-11	432M	William F Jackson 06-24-14	999ML	Kenneth L Sturgill 03-22-14	555M	Paul-Andre Taillefer 07-31-14	4C	Carrie G Demler 04-27-14
1L	Francis McGeever 12-10-13	432M	Donald J Lane 07-19-13	999ML	Clyde E Sharp 05-11-13	568M	John L Wenthe 09-28-13	8M	Wade H Mitchum 08-04-14
1L	Joseph J Mella 06-27-14	458M	Marvin Allen 03-28-14	999ML	Dorothy E Urbanski 11-09-13	572T	Teresa Mattice 06-20-14	8M	Robert E Reid 09-02-14
1L	William E Ouimette 07-29-14	458M	Joseph G Biegel 06-27-14	999ML	John H Whittaker 12-02-13	572T	Eugene F Urban 08-11-14	8N	Leo Hovasapian 09-25-14
1L	Anthony J Sperandio 06-17-14	458M	George J Bryk, Jr 04-28-14	2289M	Robert F Benning 08-03-14	577M	David E Ables 09-19-11	8N	John M Macneil 08-03-14
1M	John R Nelson 06-11-14	458M	Harry F Ciasto 01-25-14	2289M	Joseph A Satawa 07-11-14	577M	Georgia A Adi 07-22-14	13N	William D Andrews 08-14-14
1M	Walter P Youso 06-27-14	458M	George Eaton 06-17-14	2289M	Edgar A Vollmer 06-20-14	577M	Gordon W Borth 07-27-12	13N	Thomas C Brennan 07-30-14
2N	Francis M Lofaso 06-04-14	458M	Jack J Fletcher 07-25-14	6505M	Donald R Adams 06-30-14	577M	Lawrence Hacker 05-25-12	14M	David Cunningham 06-03-14
2N	Gabriel C Somma 06-09-14	458M	William Gajdos 06-23-14	6505M	James E Bady 06-08-14	577M	James A Johnson 06-08-14	14M	Anthony C Hillegass 07-11-14
2N	Christopher Uhl 03-10-14	458M	Joseph S Hackett 07-09-14	6505M	Leonard J Bathon Jr 06-28-14	577M	Michael G Lazaris 06-25-14	14M	Dolores M Sorbello 08-22-14
3N	Carl W Carlson 07-17-13	458M	Joseph E Harrell 06-22-14	6505M	Edward E Dekock Sr 03-01-13	577M	Robert J Radtke 06-16-14	16C	Marion E Ellis 09-02-14
3N	Charles R Greathouse 07-11-14	458M	Tommie F Hill, Sr 06-06-14	6505M	Louis W Hey Jr 07-04-14	577M	Edward M Szczepanski 04-18-14	17M	Harry C Casagrande 08-30-14
3N	Paul J Mchugh 07-05-14	458M	John Jeannides 01-06-14	6505M	Lillian R Hitt 07-27-14	612M	Walter W Vidlock 04-27-11	17M	Frances L Shedd 08-10-14
3N	Charles H Messier Jr 06-17-14	458M	Michael J Jentel 06-15-14	6505M	James R Sanchez 08-14-13	612M	Albert Marchesani 07-04-14	24M	John D Bevan 09-09-14
3N	Robert W Rose 07-28-14	458M	Arthur Kennedy 09-12-10	6505M	Joseph F Seper 07-30-13	612M	Charles H Moore 04-14-14	38N	Terry M Lancey 08-05-14
3N	Gerald S Simon 07-17-14	458M	Ronald H Kohorst 07-11-14	6505M	George H Spaeth 07-18-14	619M	Eugene A Byron 06-30-14	58M	William J Klein 08-11-14
4C	Richard R Bennar 01-26-14	458M	Francis A Kuta 06-23-14			625S	Lawrence Martinez 07-31-14	77P	Robert A Dombrowski 09-08-14
4C	James P Reaser 12-30-13	458M	Steven P Logan 06-29-14	September 2014					
4C	William S Seidel Sr 07-09-12	458M	Harvey G Lovin 07-22-14	1B	Geraldine L Brinwall 08-23-14	999ML	Lyla L Demick 08-18-14	77P	Ronald C Farrell 11-25-13
8M	Bernard W Laney Sr 07-16-14	458M	Elaine M Mirecki 07-15-14	1B	Frances Route 08-07-14	999ML	Florence E Easterday 05-05-13	77P	Delorentiu Miron 08-17-14
8M	Oscar A Stovall 06-10-14	458M	Robert F Olszewski 06-20-14	1B	Muriel L Wexler 01-21-14	999ML	Larry E Henderson 03-20-14	77P	Richard J Mykel 09-09-14
8M	Thomas A Thrapp 07-29-13	458M	Stanley Peszek 07-05-14	1L	Anthony A Gaeta 08-03-14	999ML	Henry C Kaepfner Jr 12-28-13	100M	John R Moore 04-28-14
8N	Robert E Potts 10-23-07	458M	Thomas F Ritchey 01-17-14	1L	Rita R Poggi 07-14-14	999ML	William T Love 08-25-14	100M	George Novak 09-16-14
9N	Gerald H Bouvy 07-09-14	458M	Jerome W Strathmann 06-18-14	1M	James R Klug 08-12-14	999ML	Charles E Smith 11-28-13	100M	Gordon D Oliver 08-29-14
9N	Frederick D Hodson 07-08-14	458M	John C Williams, Sr 05-07-14	2N	James J Gallagher 07-28-14	999ML	Eugene H Wittenborn 07-07-14	119B	Joseph Abbate 06-18-14
13N	James N Crocket 06-30-14	458M	Dean M Woloszyk 06-25-14	3N	Kevin F Connell 04-19-14	6505M	Lillian H Jacob 07-16-14	119B	Jean Colca 08-10-14
13N	Thomas F Kuczajda 06-21-14	493M	Mary E Krupelak 05-24-14	3N	William E Lagergren 05-19-14	6505M	Edward E Ketcherside 07-18-14	119B	Charles Eigner 08-29-14
14M	Paul Polchenko 06-22-14	508M	Russell D Plumley 06-28-14	8M	Payton G Petty 02-17-14			119B	Grace P Morton 06-20-14
16C	Rupert R Geier 06-14-14	508M	Edward E Rose 05-30-14	8M	Walter Curley Shealey 07-17-14			119B	Harold L Berglund 08-26-14
16N	Philip J Biscardi Jr 05-18-14	508M	Gordon F Schrichten, Sr 06-11-14	8M	Charles K Stone 06-05-14			119B	Juanita J Smith 06-08-14
16N	Raymond J Pavel 07-01-14	509M	Joao Pembele 05-11-14	9N	Herman H Millstine 07-14-14			119B	Albert Springer 03-22-14
22C	Joseph S Nolfo 05-04-08	518M	Robert E Silvers 08-03-14	14M	Martha J Wright 02-14-14			128N	George R Emmett 09-05-14
24M	Charles J Kowalski 07-10-14	546M	Richard L Herrmann 12-01-13	17M	Aline P Callahan 05-18-11			197M	Richard L Boulter 07-21-14
24M	Roy R Madara 11-25-13	546M	William M Jaratz 01-07-14	23N	Keith H Genskow 08-16-14			197M	Jewel R Dyle 09-17-14
24M	Joseph W Milewsky 08-01-14	546M	Robert W Luepke 07-11-14	23N	Kenneth J Lengling 07-09-14			241M	Earl W Jones 09-07-14
24M	John R Seibert 06-20-14	546M	Lewis D Talkington 07-29-14	24M	Anthony E Kostelnik 08-01-14			241M	Margaret Kromko 12-08-13
24M	Raymond E Vilee 06-29-14	555M	Arthur Boulay 06-28-14	38N	Theodore Ehmke 04-07-11			285M	Robert T Fremeau 09-14-14
29C	Gerald J McLaughlin 09-25-13	555M	Andre Damien 07-05-14	38N	Alfred F Patania 08-06-14			285M	Elmer F Powell, Sr 08-07-14
38N	Gary S Hartmann 06-25-14	568M	Jon F Stuart 07-24-14	38N	Ronald J Schwartzmeyer 07-20-14			355T	Merriel G Schlicht 09-25-14
38N	Louis E Maurer 07-09-14	572T	Willard I Brown 04-19-14	77P	Leonard E Adams 08-10-14			388M	Charles Weller 09-16-12
38N	Robert E Soltys 06-14-14	572T	George E Castellow 05-13-14	140N	Arthur Sanchez, Jr 01-20-14			388M	Leland J Whiteside 09-09-14
58M	Pasqual F Bonitatibus 03-06-14	572T	Marion W Smith 04-18-14	261M	Donald Johns 08-02-14			455T	Eugene E Padgett 08-12-14
72C	Francis W Lohr 04-26-14	572T	Robert J Eppich 06-13-14	261M	Robert W Miller 04-10-14			458M	Donald T Berberich 09-06-14
77P	Darol K Bredell 05-10-14	600M	Erna D Christiansen 07-30-14	261M	Barbara J Pombier 03-18-14			458M	Harold L Berglund 08-23-14
77P	Joyce A Julius 06-11-14	612M	Martin J Murphy 07-01-14	261M	James J Speyer 08-06-14			458M	Leonard L Ezsak 01-03-09
119B	Agostino S Farro 05-02-14	612M	Frank J Petrozzino 06-03-14	264M	John J Moynihan 08-19-14			458M	James R Gilmore 08-31-14
119B	Jay Goldstein 07-24-14	625S	Warren E Petty 04-24-14	270M	Melvin C Niese 06-06-14			458M	Belmont J Harrison, Jr 09-19-14
119B	Grace P Morton 06-20-14	625S	Don G Warnick 06-09-14	388M	James M Walsh 08-02-14			458M	Donald F Lippe 09-04-14
119B	Rose B Nitto 06-03-14	670C	Woodrow J Hester 02-26-14	406C	Marcus A Henry 04-02-14			458M	Norman E Mackey 08-25-14
146P	Gloria Pritchard 08-29-13	767M	Carroll D Taylor 06-11-14	458M	Larry Samuel Brazley 05-28-14			458M	Raymond P Makowski 07-23-14
146P	William G Scerba 01-16-14	853T	Charles E Edgman Jr 06-29-14	458M	Francis K Breen 07-25-14			458M	Ferdinand J Moritz 02-08-12
146P	Ardeil G Watry 09-08-12	853T	Laverne Miller 04-14-14	458M	Charles F Gutmiedl 08-16-14			458M	Leroy V Sohlo 09-03-14
197M	Brenda K Lane 04-18-14	853T	Leon B Nogue 06-15-14	458M	William R Hay 07-14-14			458M	Richard Stachura 09-17-14
				458M	Kenneth R Madsen 03-04-14			458M	Jerry R Trotta 08-08-14
								503M	Anthony J Angarano 07-26-14
								503M	Ronald J Martin 03-31-12
								508M	Winfred Adams 08-15-14

Singer, Actor Theodore Bikel Was Beloved Union Stalwart

He was an actor and singer who drew high praise for work in movies like “The African Queen” and stage productions including “Fiddler on the Roof,” but among union allies, Theodore Bikel will be recalled for another role – as a stalwart campaigner for social justice and outspoken champion of organized labor.

Bikel, who died in August at the age of 91, served as president of the Actors’ Equity Association from 1973-82, and also as top officer of the Associated Actors & Artistes of America. He was a founding member of the Actors Federal Credit Union, vice president of the International Federation of Actors and helped form Canadian Actors’ Equity.

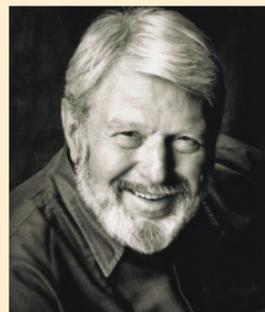
Union work demanded no less devotion than stage and screen – and perhaps more, Bikel said in his 1994 autobiography, “Theo,” which was revised for a second time in 2014.

“It seems that I have conducted my life on two different emotional planes: one lighthearted, gregarious, even frivolous; the other politically and socially involved and following a serious social and moral commitment,” he wrote.

Bikel’s dedication was long hailed in union ranks.

“...there are very few who loved their union more, fought as passionately for what mattered, or honored their craft as much as Theo,” Nick Wyman, Actors’ Equity president, told the online entertainment industry publication, “Deadline,” last year.

Born in Vienna, Bikel became a naturalized U.S. citizen in 1961. His performing



Theodore Bikel

career began during World War 2 in what then was called Palestine – now Israel – where his family settled after fleeing Austria to escape Nazi persecution of Jews.

He studied drama in England after the war and then became a familiar figure in American theater and movies. Bikel played Captain von Trapp in the stage premiere of “Sound of Music” and – for nearly 2,000 Broadway performances – Tevye in “Fiddler on the Roof.” Aside from “The African Queen,” Bikel’s movie credits include, “The Defiant Ones,” “Moulin Rouge” and “The Russians Are Coming, the Russians are Coming.” On television, Bikel appeared in numerous shows. Among them were “Murder, She Wrote,” “Dynasty” and “L.A. Law.”

As a delegate to the chaotic 1968 Democratic nominating convention in Chicago, Bikel, a supporter of peace candidate Eugene McCarthy, led a contingent of 1,000 McCarthy supporters in rousing choruses of “We Shall Overcome,” “Down by the Riverside” and “We Shall Not be Moved,” according to a 2009 tribute by the AFL-CIO posted on the Internet.

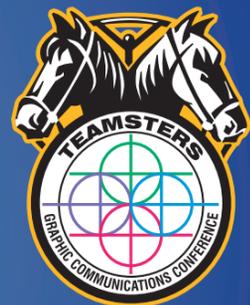
In a resolution praising Bikel’s service to the labor movement, the AFL-CIO said: “Theo has never backed down from his conviction that ‘working people as individuals are helpless and powerless unless they band together to make common cause.’”

A statement released by Actors’ Equity after Bikel’s death saluted the actor for his support and unyielding loyalty to the union cause. “He has left an indelible mark on a generation of members past and generations of members to come,” the organization said. “We thank you, Theo, for all you have done.”



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Beyond Bluster, What Does the GOP Have to Offer?

By Thomas J. Mackell Jr.

Republicans brag they will win the presidency next year and – keeping control of House and Senate – lead the nation back to greatness. Donald Trump even has the slogan stitched on his baseball cap: “Make America Great Again.” Really?

Have you been listening to Trump and other Republican hopefuls circling the wagons in their bizarre attempt to generate enthusiasm with a barrage of gaseous buffoonery that goes unchallenged?

Their ruminations make you want to scream, “Stop posturing and start producing.” Give us some substance and tell us how you intend to deal with the many problems our nation faces.

Instead, they continue, on a daily basis, to make statements that show these second-string extremists are ill-qualified for the highest office in this country and are totally out of touch with the real world.

Do Republicans expect us to believe that their 2016 lineup has the vision to rally the nation – to challenge the American people to build great things and do great deeds?

Will the party’s strict conservative orthodoxy address income disparity with its inevitable devastating effects on the broad economy? How will Republicans address the divisions that hamper social progress? What is the party’s program for creating decent jobs? Beyond campaign trail bluster, what do the GOP contestants have to offer?

These are serious questions that demand serious analysis and, more important, serious and bold initiatives to address them.

We know that our debt – corporate, government and personal – has increased dramatically but is it necessary for the elitists to take an arrogant position against the average American who is just attempting to eke out a living and survive?



DONKEYHOTIEY VIA GOOGLE IMAGES

To me it is incomprehensible. Debt-related problems were not initiated by the citizenry. Wars in Iraq and Afghanistan – launched by the inept and easily distracted George W. Bush – have drained the surplus that was in place when Bill Clinton left office.

The debacle initiated by Wall Street financiers had a great deal to do with creating massive debt for institutions and individuals. Nearly a decade after recession, millions of hardworking Americans have not recovered.

So let’s place the blame where it belongs – on the shoulders of foolhardy politicians and Wall Street bankers – and not malign middle-class wage earners who were hardest hit when the economy tanked.

It is no surprise that GOP candidates are doing all they can to dodge the bullet and indict everyone but themselves and their party. They best be careful. Historians have written about other glorious empires that collapsed – Greek, Roman, Ottoman, British – because of deluded and misguided leadership.

It is time for Americans to step forward and take control.

Let’s demand that presidential hopefuls – in both parties – have the intellectual integrity and fortitude to deal with these awesome issues confronting the United States and the global community. When we hear the constant sound-bite babble of

candidates, let’s tell them we’re not stupid. Let’s demand they tell us how they intend to turn the ship around. Blowing the fog horn isn’t enough.

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 ‘Last Hurrah’ For UPIGA Golfers After 88 Years of Fun and Friendship

PHOTO COURTESY UNION PRINTCRAFT INTERNATIONAL GOLF ASSOCIATION

Facing diminished membership and rising costs, the Union Printcraft International Golf Association held a “last hurrah” tournament this spring that capped the group’s 88-year tradition of annual events and provided a final opportunity for fellowship and friendly competition.

“Because of dwindling numbers and expense to travel these days, officers decided it was time to close up shop but to meet whenever possible informally,” said Matt Wertheim, tournament chairman and former member of GCC/IBT Local 8-N, Newark, New Jersey.

The tournament drew approximately 50 members and guests to the Bay Watch Resort in North Myrtle Beach, South Carolina. Players were divided into teams – “White” and “Black” -- along lines of the Ryder Cup competition, Wertheim said. After four days, the score was tied.

To end the deadlock, Jim Sherlock, UPIGA secretary-treasurer representing the White team, met first vice-president Dave West, representing the Black squad, head-to-head on the 18th hole. Sherlock drained a three-foot putt to give his team the victory.

It was a memorable moment – and great fun.

Wertheim, who is Sherlock’s son-in-law, said “great friendships were formed over the years” at UPIGA outings. “I look forward to staying in touch,” he said.

NOTICE ON WORKER OBJECTIONS TO AGENCY FEES

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

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

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

1. The agency fee payable by objectors will be based on the expenditures of the Conference, district councils, or local unions for those activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of the employees it represents. Among these “chargeable” expenditures are those for negotiating with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussing work-related issues with employees, handling employees’ work-related problems through the grievance procedure, administrative agencies, or informal meetings, and union administration. Based upon an independent audit by the Conference’s auditors, it has been determined that sixty-six and sixty-seven hundredths percent of the Conference’s expenditures for the year ending December 31, 2014 were for such activities. Because at least as great a proportion of district council and local union total expenditures are spent on “chargeable” activities as are

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

2. Objectors will be given an explanation of the basis for the fee charged to them. That explanation will include a more detailed list of categories of expenditures deemed to be “chargeable” and those deemed to be “nonchargeable” and the accountants’ report showing the Conference’s expenditures on which the fee is based. Objectors will have the option of appealing the union’s calculation of the fee, and a portion of the objector’s fee shall be held in escrow while he or she pursues that appeal. Details on the method of making such a challenge and the rights accorded to those who do so will be provided to objectors with the explanation of the fees calculation.
3. Objections for the year 2016 must be filed on or before December 31, 2015 for current agency fee payers unless a prior objection was filed on a continuing basis. Timely objections are for one year and will expire on December 31, 2016 unless they are filed on a continuing basis. Objections filed on a continuing basis will be honored until they are revoked. If an employee is not an agency fee payer, the employee must assume non-member status and file an objection to be eligible for a reduction of dues for the period beginning with the timely receipt of the objection. New employees who wish to object must not obtain member status and must file an objection within thirty days of first receiving notice of this policy for a reduction of dues for the period beginning with receipt of a timely objection.

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