

# Graphic Communicator



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### FEATURES

- Where I Stand / Kurt Freeman . . . . . 2
- Outlook / James Hoffa . . . . . 2
- Managing Editor's Note / Fred Bruning . . . . . 3
- Commentary / Jim Hightower . . . . . 3
- Point of View / Lawrence Wittner . . . . . 6
- Bottom Line / Jerry Morgan . . . . . 7
- Guest Spot / Castro & Sullivan . . . . . 7
- In Memoriam . . . . . 13

## Leaders Warn Of New Labor Setbacks in a 2nd Trump Term



PAGE 4

## 'Roundup' Conference Calls Aimed At Organizing



PAGE 5

## Government Supervision Of IBT Ends After 30 Years



PAGE 14

### TOP STORY

# Once in White House, 'Workers' Friend' Turned Out to Be Exactly the Opposite

By Fred Bruning  
Graphic Communicator



DONKEYHOTKEY VIA GOOGLE IMAGES

WHEN HE RAN FOR THE PRESIDENCY IN 2016, DONALD TRUMP POSED AS A friend of working people and promised to return dignity and hope to those left behind by technological change and the punishing demands of a global economy.

But an examination of Trump's policies, court nominations, labor board and other agency appointments, makes clear that the President has turned his back on working people, labor experts say, and there is little reason to expect his record would improve in a second term. Many in the labor movement fear re-election would embolden the President even more.

And with Trump facing criticism for his handling of the coronavirus outbreak, he could be even more inclined to appease his conservative base if re-elected— bad news for labor.

"It's been a classic double-cross," said GCC/IBT President Kurt Freeman. "Trump advertised himself as a leader who would make things 'great again' for union members and all hard-working Americans and he has done the opposite."

Freeman also pointed to Trump's persistent refusal to acknowledge Russian interference in the 2016 election – and Moscow's attempts to do the same this year – as a sign of the President's disregard for principles of responsible leadership that union officials consider fundamental.

"No labor leader would act this way," he said. "Members wouldn't stand for it – and Trump should be held responsible, too."

Trump's bait-and-switch – and ability to hoodwink workers – was noted recently by *continues on PAGE 4*

Union Copes With  
**CORONAVIRUS**

PAGES 4 & 11

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**Senate Action Still Stalled**

PAGE 10

**Pass the PRO Act!**

**VOTE YES H.R. 2474**

**THE PRO ACT = WORKER POWER**

GOAMI VIA GOOGLE IMAGES

# WHERE I STAND

KURT FREEMAN GCC/IBT PRESIDENT

## We Must Rebuild Ranks And Show Right Wing Labor is Strong, United

UNION MEMBERSHIP IS DOWN AGAIN – ONLY SLIGHTLY, but any drop is cause for worry.

The Bureau of Labor Statistics reports 10.3 percent of workers were in collective bargaining units last year – a loss of 0.2 percent. In 1983 – when similar figures first were compiled – union members represented 20 percent of the work force.

What happened?

There are plenty of reasons for the dizzying decline in membership – factors ranging from the outsourcing of jobs in a global economy to the impact of Digital Age technology on the employment scene.



But not much compares to the shrewd and cynical efforts by right-wing forces to snuff the labor movement and give corporate interests even more power.

At every level of government – local, state and federal – conservative elected officials denounce labor leaders and try to undercut unions. Twenty-seven states have right-

to-work laws, including former union strongholds like Michigan. Incredible.

And, as we point out in extended coverage beginning on Page 1, the billionaire reality show star in the White House who won thousands of union votes in 2016 by pretending to be a friend of working people, has proven to be nothing of the sort.

President Donald Trump and his crew of anti-labor cabinet members have slashed workplace safety requirements, undercut rules barring discrimination and opposed measures that would streamline organizing. And that's just for openers.

But somehow, Trump continues to bamboozle the very people he has betrayed. Even with his erratic handling of the coronavirus crisis, Trump keeps the support of hardcore believers.

“When it comes to wowing workers, Donald Trump is an absolute

magician,” author Steven Greenhouse, a former New York Times labor reporter, wrote in The American Prospect magazine.

In the face of Trump's obstructionism – and the mischief of anti-union Republicans – comes some good news.

Democrats in the House of Representatives passed an important and far-reaching bill called the Protect the Right to Organize Act (PRO).

The measure would simplify the organizing process, mute the worst aspects of right-to-work laws and give full “employee” status to thousands of contract workers who want union representation.

But there is a problem.

For weeks, the bill – along with literally hundreds of others passed by a 90 percent bipartisan House vote – has been bottled up in the Senate by Majority Leader Mitch McConnell who won't even allow debate on the measures. This is democracy, GOP-style.

We can't let McConnell get away with stonewalling on a bill so essential to the labor movement. We've got to let him know union members are watching – and that we're out of patience. Call his office. Write emails. Send letters and postcards. Contact your own senator – then do it again. Don't let up.

We have to get energized, brothers and sisters. We have to make wise choices in the fall elections. We have to elect pro-labor candidates who want to help us stop the scary slide in union membership.

Donald Trump and his obedient Republican backers promised to protect working people. Trump may be a magician, all right, but we can't fall for his tricks again.



## OUTLOOK

JAMES P. HOFFA TEAMSTERS GENERAL PRESIDENT

## Still Fighting 20 Years After ‘Battle in Seattle’

IT'S BEEN MORE THAN 20 YEARS since the “Battle in Seattle” when working people and our allies stood up to global corporations and governments to shut down the World Trade Organization (WTO) meetings – a turning point in the debate over unfair trade deals and the impact on workers in the United States and across the globe.

Despite the loss of more than a million U.S. manufacturing jobs that began five years earlier with the enactment of NAFTA, the voices of working people were being ignored. Global trade officials wanted to push forward with the approval of permanent normalization of trade relations with China.

So we stood together on Nov. 30, 1999 and let trade negotiators know that we would not quietly allow them to give into corporate interests while emptying out the American heartland of good jobs.



The Battle in Seattle drew worldwide attention. It was the beginning of a movement, one that continues to this day.

The fight remains an uphill one. The pockets of the moneyed interests are deep and their desire to make even more at times seems unquenchable. Despite our best efforts, trade deals have moved through Congress during the past two decades that have hurt workers both here and abroad.

History shows these deals are not fair to workers. They let big corporations ship jobs overseas and dump wages and benefits overboard along the way. They lead to lost jobs, shuttered plants and hollowed-out communities.

The Teamsters – joined by others in the labor and environmental movements – have sounded the clarion call against these broken trade agreements and helped raise public attention to the issue. It's time the productivity of American workers showed up in their paychecks.

Getting mad, however, isn't going to solve the problem or help this nation. Businesses need to invest at home, not abroad, and elected officials need to remember who they serve.



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## Challenging Times, No Doubt, but Unions Will Prevail

LET'S GET REAL: DONALD TRUMP IS NO FRIEND of labor.

As our coverage in this edition makes clear, the fellow who campaigned as a champion of the American worker has turned into the opposite (Pages 1, 4).



Trump and his pro-business cronies have trashed workplace safety rules, celebrated a tax cut that mainly benefits the wealthy, installed two anti-worker justices on the U.S. Supreme Court and stacked the National Labor Relations Board with conservative ideologues.

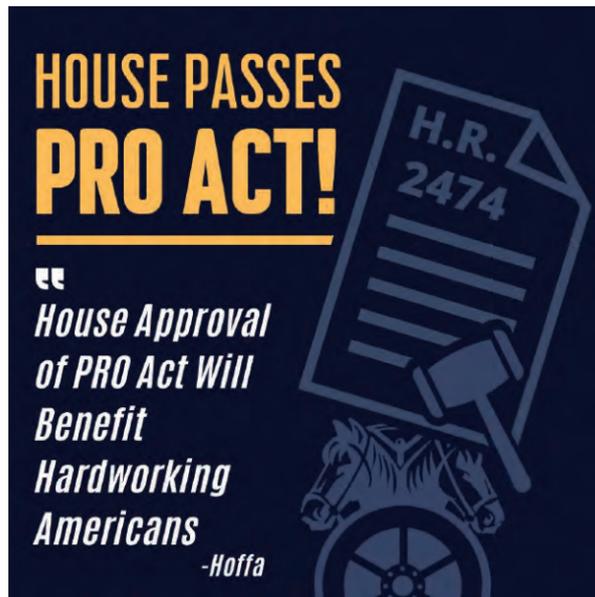
And he has hardly proved a protector in the coronavirus disaster. For weeks, Trump

downplayed the danger and sacrificed precious time for political expediency.

In his "Where I Stand" column (Page 2), GCC/IBT President Kurt Freeman says Trump has been a master mostly at misdirection. "... somehow, Trump continues to bamboozle the very people he has betrayed," Freeman said.

No less troubling than Trump's labor record is his alliance with U.S. Attorney General William Barr, who consistently – and in unprecedented fashion – has excused the President's conduct or accommodated his whims. Legal experts are alarmed, as we report on Page 4.

"It is disturbing anytime the attorney general of the United States tilts the scales of justice toward the rich and powerful and away from working people," GCC/IBT attorney Peter Leff told the Communicator.



With Trump administration mischief as backdrop, labor leaders say building union strength has never been more important.

That is why the GCC/IBT is calling for U.S. Senate action on the Protect the Right to Organize Act, far-reaching legislation passed by Democrats in the House but bottled up by Republican Senate Majority Leader Mitch McConnell. President Freeman is urging members to call elected officials and demand that the PRO Act get a fair hearing (Page 10).

Throughout the GCC/IBT, organizing remains a top priority.

On Page 5, Dawn Hobbs reports on a monthly conference call campaign launched by Freeman and Secretary-Treasurer/Vice President Steve Nobles – an innovative program signifying the union's determination to increase membership even as the digital economy threatens jobs in the print and packaging industries.

"Declining membership figures are not a cause for alarm – they are a cause for action," said Steve Sullivan, president of Local 3-N, Boston, and member of the GCC/IBT General Board who took part in the initial conference call.

Elsewhere in this edition, we highlight two major developments in the Teamsters realm.

First, the IBT was released from 30 years of government supervision – a testament to the honest and above-board leadership of General President James Hoffa (Page 14).

With that milestone achievement reached and the union strong and united, Hoffa said he would not seek re-election when his fifth term expires in two years (Page 10).

Hoffa vowed to remain active after leaving office

"I look forward to continuing the fight and keeping our great union on a trajectory that ensures a better quality of life for our members for years to come. ■

### COMMENTARY JIM HIGHTOWER

## A Radical Level of Inequality Is Tearing the Country Apart

Senator Russell Long from the great state of Louisiana and the powerful finance committee chair between 1966 and 1981, liked to recite a little jingle highlighting the thorny political process of tax reform:

*Don't tax you, don't tax me,  
Tax that fellow behind the tree.*

Today, plutocratic elites have used their political clout to create a radical level of wealth inequality that is tearing our country apart. The gap has become a chasm and is antithetical to our democratic ideals. It is fundamentally unjust and socially destructive – in a word, un-American.

In large part, the fortunate few have amassed and expanded their vast fortunes by hiding in the forest of tax policies that let them avoid paying their fair share.

Of course, tax-dodging is complicated, requiring sophisticated techniques and tricky maneuvers perpetrated by a large but secretive industry of pricey tax lawyers, lobbyists, wealth managers, and other fixers to exploit special exemptions, convoluted loopholes, and arcane breaks.

This avoidance industry also provides uber-rich clients

with a wide selection of underground channels ranging from exotic offshore tax shelters to the ultimate dodge – renouncing U.S. citizenship.

For a lesson on how to tap dance around one's tax obligation, follow the lead of Jared Kushner, Donald Trump's son-in-law and White House adviser.

A 2018 New York Times investigation reveals that a few years prior to becoming a Trump operative, Jared and his family's real estate corporation spent billions buying up properties, quintupling Kushner's own net worth to \$324-million. Yet, according to financial documents, Kushner paid little or no federal income tax from 2009 through 2016.



Why? Largely because a special tax break allows big time developers to take "depreciation deductions" for losses caused by wear and tear on their properties.

But – watch the fancy footwork here – various Kushner's buildings appear to have suffered no actual losses and in fact, have likely increased in value.

The trick is that the depreciation provision assumes such properties decline in value every year, even when they clearly do not. In 2015, Kushner paid no federal tax on the \$1.7-million income he pocketed, for he claimed



\$8.3-million in losses from "significant depreciation" in his real estate holdings.

Still another break allows developers to dodge capital gains taxes when they make a profit selling property.

That income, if used within a short time to buy other properties, is not taxed. So tax law subsidizes them to accumulate yet more wealth and do the tax-dodge dance on an even bigger scale. The Times found that this break helped Kushner profit from more than \$2-billion in real estate sales, yet avoid taxes on that income.

Once ensconced in the White House, Kushner promptly helped his father-in-law pass a big package of new corporate tax breaks. Surprisingly, there were real reforms that eliminated some of the capital gains flimflam from which both he and Trump had long profited. Unsurprisingly, the Kushner-Trump "reform" included an exception that allows one particular business group to keep profiting from the flimflam real estate developers.

And that, children, is how the rich become superrich. ■

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

# GCC/IBT Leaders Rate Trump's Labor Policies an 'F-minus'

By Zachary Dowdy  
Special to the Communicator

**G**CC/IBT leaders say Donald Trump's performance in the area of labor rights during more than three years as President has been dismal and likely will not improve if he is re-elected in November.

"President Donald Trump and his crew of anti-labor cabinet members have slashed workplace safety requirements, undercut rules barring discrimination and opposed measures that would streamline organizing," said GCC/IBT President Kurt Freeman in a column on Page 2 of this edition. "And that's just for openers."

Freeman's assessment was echoed by Joe Inemer, president of Local 16-N in Philadelphia, who said Trump's pro-business stance has left workers less secure and still searching for the high-paying jobs Trump promised to deliver.

"I'd give him an F-minus," Inemer said – and that didn't take into account what many critics consider Trump's failure to quickly enough address the coronavirus pandemic.

Like many other labor leaders, Inemer said the extreme conservative views of Trump's appointments to the U.S. Supreme Court – Neil Gorsuch and Brett Kavanaugh – also represent a threat to organized labor at a time when unions are experiencing a worrisome loss of membership and influence.

"His appointments to the Supreme Court are clear evidence that he doesn't want unions, and these are decisions that are going to affect labor long after he's out of office," Inemer said.

By tilting the court's majority to the right, undercutting workplace safety and ignoring the best interests of middle-class Americans, Trump has profoundly failed to meet the extravagant promises made during the 2016 election campaign, said Stephen Sullivan, president of Local 3-N, Boston.

"We don't see wages going up significantly," Sullivan said, adding that the 2017 tax cut – Trump's only major legislative achievement – served the rich but not working families.

The President's pro-worker pitch was deceptive, Sullivan said, and members should not be so easily swayed if Trump again poses as a friend of the middle class.

"From our perspective, we don't see many of the things he promised – even the whole concept of keeping jobs here in the United States," Sullivan said. "We haven't seen an uptick in new innovations or properties or new printing facilities."

In a January, 2016 tweet, Trump bragged that he would create a host of high-quality jobs and lure votes from the Democratic Party's traditional working-class base. "Love seeing union & non-union members alike...defecting to Trump. I will create jobs like no one else. Their #Dem leaders can't compete!"

*continues on PAGE 16*



## OPPOSITE OF A 'WORKERS' FRIEND'

*continued from PAGE 1*

Steven Greenhouse, former New York Times reporter and author of the highly regarded 2019 book on the history and future of organized labor, "Beaten Down, Worked Up."

"When it comes to wowing workers, Donald Trump is an absolute magician." Greenhouse wrote in The American Prospect magazine. "Through some mysterious sorcery, he has convinced millions of American workers that he is their true friend, fighting hard for them, even though he and his appointees have taken one anti-worker action after another—dozens of them."

With the presidential election little more than a half-year away, union leaders are urging members – many of whom voted for Trump – to take a closer look at the President's dismal labor record and divisive style before deciding he is worthy of a second term.

"Don't let him put one over on you again," said George Tedeschi, former GCC/IBT president and now the union's president emeritus. At meetings large and small over the past four years, Tedeschi has sounded the alarm about Trump's true agenda and the obedient Republican elected officials who excuse his questionable behavior and controversial policy decisions.

*continues on PAGE 16*

# Union Responds to Coronavirus Crisis

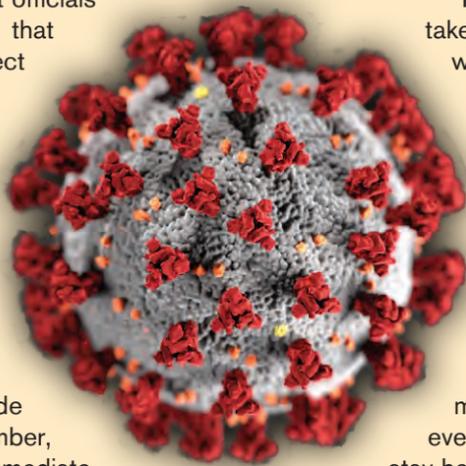
**T**he coronavirus is changing lifestyles and work schedules around the nation – including at international GCC/IBT headquarters in Washington, D.C.

GCC/IBT leaders – and Teamster partners in the IBT building across from the U.S. Capitol – responded quickly to government officials and medical authorities urging that employers take steps to protect their workers.

To assure safety, union president Kurt Freeman quickly implemented a plan to allow as many of the union's seven full-time staff members as possible to work from home.

Freeman said there would be no interruption in member services.

Inquiries still can be made by calling the main union number, 202-508-6660. If there is no immediate answer, a staff member will promptly respond to phone messages, union officials said. Office personnel also will continue answering mail requests for information or assistance.



"We want to make this as seamless as possible for members," Freeman said. "As always, your GCC staff is ready to help with any issues you may have."

The GCC/IBT leader called on local union officers to also diligently monitor the coronavirus, (COVID-19) situation. (See Local Stops, Page 11.)

"I want to urge every local to take this seriously and plan for a worst case scenario," Freeman said. "Certainly the issues are different for each local and a lot depends on the size of the unit but we all need to have a plan."

Freeman said he had been assured by the union's legal department that local unions and district councils were authorized to cancel monthly meetings per an email sent to every local. "We want everyone to stay healthy and safe," he said.

With the coronavirus crisis likely to continue for some time, George Tedeschi, GCC/IBT president emeritus, praised the contributions of union members in essential industries like packaging

and newspaper production who remain on the job despite the threat of illness.

"We should all recognize the thousands of GCC members and staff employees who continue to report to work every day," Tedeschi said. "Their dedication, resilience and commitment to public service should be honored during a national health crisis when they are putting themselves at risk."

Freeman added words of encouragement and thanks to workers on the front lines.

"It is humbling to know that GCC members will play a vital role in alleviating this national emergency," Freeman said in a statement posted on the GCC/IBT page of the Teamster website.

GCC and IBT officials called on government at all levels to protect working people and make their needs a priority.

"Hardworking Americans nationwide are facing an unprecedented health calamity that is challenging our way of life," said IBT General President James Hoffa. "Working families not only need to worry about potential illness, but the loss of wages due to sickness and from businesses being shuttered."

To aid American workers, the Teamsters and GCC/IBT called for guarantees of "basic economic

*continues on PAGE 16*

# The Call Goes Out: Organize!

By Dawn Hobbs  
Special to the Communicator

Top GCC/IBT officials in Washington, D.C. have launched monthly “organizing roundup” conference calls with local leaders in an aggressive effort to boost membership and extend the union’s reach into new sectors of the economy while maximizing its influence in legacy print and paper industries.

Responding to a continued decline in membership, President Kurt Freeman, Secretary-Treasurer/Vice President Steve Nobles and general board members are urging local officials to target booming portions of the print industry such as corrugated box production, which has seen a huge surge since the advent of Amazon.com.

Local officials also must be alert for opportunities in areas outside the traditional print industry domain, such as in pharmaceutical packaging plants and other surging sectors, board members said. Only by growing can unions survive, they warned.

“These membership figures are not a cause for alarm – they are a cause for action,” said Steve Sullivan, president of Local 3-N, Boston, and member of the GCC/IBT General Board.

Plant closings and consolidation in the newspaper and other print industries are an inevitable result of the digital age, Sullivan acknowledged. “However, opportunities in new areas of growth are spread across the United States and Canada. Our monthly calls will not focus on what has been lost, but what can be gained.”

The idea for holding monthly 30-minute “roundup” calls was first discussed at a general board session in June, 2019 as members considered ways to energize locals and district councils to initiate organizing drives.

Freeman appointed Sullivan and Israel Castro, secretary-treasurer of District Council 3, to work with Washington-based union officers in framing the topics and structure of the calls.

Telephone conferences are held on the last Friday of the month and typically include 30 participants representing the five district councils and nearly 17 locals. All locals are alerted by email two weeks before a scheduled conference call.

“The first call was more about introducing what we wanted to accomplish and how we were going to move forward,” Freeman said. “The second call was more focused on identifying the corrugated box industry as fertile ground for organizing and to start to identify shops.”

At this point, the calls are for local officers but may soon expand to include shop leaders and other workers.

The strategic planning sessions allow officers to share individual experiences and ideas for organizing drives.

“I have seen a real uptick in the enthusiasm for organizing and bouncing ideas off each other since the calls have started,” Castro said. “The morale and ‘can-do’ attitude has definitely improved and I am beginning to see some healthy competition between locals and district councils when it comes to trying new organizing tactics.”

Union officers at the local level handle contract enforcement, collective bargaining, and grievances. Organizing also is an essential part of the job but local officers often relied on help from the international when it had more staff.

“Local unions are aware that organizing is part of their duties,” Sullivan said. “As labor leaders we have a moral responsibility to organize the unorganized. The monthly calls help to focus on this. And the local officers are thrilled the conference is making organizing a front burner issue.”

Rick Street, now the union’s only full-time organizer, said he is hopeful that the conference call program prompts action at the local level.

“The need to organize has been emphasized at every conference and was a large focal point of our last GCC/IBT Convention,” said Street, who also participates in the calls. “Everyone gets charged up and has the best intentions. But, unfortunately, when they return back to daily tasks the time and resources needed to be developed at the local level don’t happen overnight.”

Organizing takes time, planning and commitment at every level, he said.

“The organizing conference calls have kicked off more communication among locals, which will hopefully result in coordinated efforts,” Street said. “I’m encouraged, but we have to keep at it.”

Conference calls so far have focused on likely organizing targets, strategies for making initial contacts and building a committee structure to coordinate unionizing efforts. Also discussed was the vital nature of organizing at a time when right-wing forces seek to undercut unions and worker rights.

“If you look strictly at the declining numbers, you don’t get the full picture of what our industry has been through and how important it is to organize,” Sullivan said. “Those numbers represent good union jobs, folks with pride – our brothers and sisters.”

Sullivan said it is the solemn obligation of officials and rank-and-file members to build the union movement and assure the future of organized labor.

“Our life blood is organizing,” he said. “The more members we have, the better contracts we can get for our membership, the better industry standards we can set and, ultimately, the better our members and their families lives will be.”



## MEMBERSHIP DECLINES IN A HOSTILE LABOR ATMOSPHERE

Why do union leaders push the message of “organize, organize, organize?”

Latest figures from the Bureau of Labor Statistics provide the troubling answer.

Union membership declined 0.2 percent in 2019 – a loss that might seem slight if it did not represent a record low for salaried workers covered by collective bargaining agreements.

According to the BLS, 10.3 percent of workers were in unions last year. In 1983, when comparable figures first were compiled, 20.1 percent of the work force was unionized.

More than 2.1 million jobs were created in the United States but the anti-union policies of President Donald Trump, and his conservative appointments to the National Labor Relations Board, created difficulties for union organizers in 2019, experts say.

“...the climate for organizing has become much more hostile in the last year under the openly anti-union Trump NLRB,” Kate Bronfenbrenner, director of labor education at Cornell University, told The Hill online newspaper.

Challenges are significant but surrender is not an option, said GCC/IBT President Kurt Freeman. “We have to keep fighting,” he said.

Highlights of the BLS “Union Members Summary”:

- Union workers made nearly 20 percent more than non-union employees.
- Public service workers were far more likely to be union members (33.6 percent) than private sector employees (6.2 percent).
- More men (10.8 percent) than women (9.7 percent) are union members.
- Black workers were more likely to be union members than white, Asian or Hispanic.
- Highest union membership was in New York (23.5 percent) and Hawaii (21 percent). Lowest union penetration was in South Carolina (2.2 percent) and North Carolina (2.3 percent).



## UNIONIZATION PUTS EMPLOYEES ON ‘LEVEL PLAYING FIELD’

Whether at a big corporate plant or small local newspaper, unionization makes a profound difference in the lives of workers.

For Robert Cosgrove, a press operator at the Attleboro (Massachusetts) Sun Chronicle, the most significant benefit of becoming a union member was gaining a voice in the work place.

“Basically with a non-union shop what I found was the company was in complete control,” said Cosgrove, shop steward for Local 3-N, Boston. “They would dictate how things were going to be, when you do it, and how you do it.”

And that’s exactly how it worked at the Sun Chronicle, then owned by United Communications Corp., until Cosgrove and three colleagues joined the GCC/IBT in 2017.

“What really pushed us over the edge was we were getting no respect from the employer,” Cosgrove said. That all changed when the Sun Chronicle pressroom went union.

“With a union shop, you have a contract and you negotiate,” Cosgrove said. “It puts the employees on a level playing field with the employer.”

Local 3-N President Steve Sullivan said the situation at the Sun Chronicle is a prime example of how unionization helps workers.



“The issues raised by Robert and his coworkers fell on deaf ears for years at their workplace,” Sullivan said. “Our first-time contract addressed many of those long-standing issues – and showed that the only way to get a voice that the company will hear is by standing together to organize.”

Wages increased by 5 percent after unionization, Sullivan noted, and members have grievance rights, seniority and severance – all nonexistent before affiliation

About a year ago, United Communications sold the business to Triboro Massachusetts News Media. The new owners promptly cut vacation and personal time of all non-union employees.

“But because we had a contract, we didn’t lose a day,” Cosgrove said. “In fact, afterwards, all of the people in the building were saying we made a good decision to join the union.”

For unaffiliated workers thinking about unionization, Cosgrove has words of advice:

“I would say just do it,” Cosgrove said. “We see no downside from it whatsoever. We didn’t lose anything and we certainly gained a lot – especially with how it puts you on more equal footing with management.”

– Dawn Hobbs

# Let's Get It Right in the Fall Election



The 2020 election season is in full swing. Are you ready? Union members will form a crucial voting bloc – and perhaps decide the outcome both in the Democratic nomination contest and fall re-election bid of President Donald Trump.

Time to get squared away.

Here's vital information, as reported by the Washington Post:

- In 2016, 15-18 percent of voters came from union households.
- Hillary Clinton won union households by nine percentage points.
- But...Barack Obama won union households by 18 points in his successful 2012 re-election campaign against Republican challenger, Mitt Romney.
- That loss in union support – an 18-point edge for Obama in 2012 but only nine points for Clinton in 2016 – was enough to hand Trump victory in the essential Midwest swing states, according to FiveThirtyEight, the respected polling analysis website.
- Michigan, Wisconsin and Pennsylvania have more union households than the nation at large and are certain to be pivotal again this year.

Why did so many union members – and other traditional Democrats – drift away from their party in 2016?

There is no shortage of theories. You've probably heard most of them:

Blue collar workers were worried about job security. Voters in the Midwest and sparsely populated states believed themselves disrespected by “elites” on the east and west coasts. Trump's celebrity appeal proved irresistible for millions. Hillary Clinton ran a poor campaign and didn't connect with working-class Americans. Christian conservatives sided with Trump because he promised to nominate federal judges who would protect their interests.

Whatever the best explanation for Trump's 2016 success, here's the bottom line:

Too many union members voted against their own economic interests – and the interests of the union movement – by backing Donald Trump, a billionaire who conducted business from gilded quarters on Fifth Avenue in Manhattan and had a reputation as a chiseler who squeezed contractors, failed to pay his debts and broke his word whenever it promised an advantage.

And how have things worked out?

Coverage in this edition of the Communicator, and President Kurt Freeman's column (“Where I Stand,” Page 2), leave little doubt that whatever his claims to be an ally of working people, Trump has engaged in a classic double-cross.

With GOP zealots like Mitch McConnell, the obstructionist Senate majority leader who blocks all Democratic legislation, Trump backed a disastrously expensive tax cut that favored corporations and the wealthiest Americans – including Donald Trump and his family.

In short, Trump proved to be a bust for American workers – and that was before he mishandled the coronavirus pandemic by at first wishing it away.

He still is trying to dismantle the Affordable Care Act – “Obamacare” – that provides coverage for millions. Workplace safety and union rights are under constant assault. Harsh comments on immigrants and other out-of-favor groups increase division and discord.

But, okay, 2016 happened. Now there is a chance to make things right.

Trump is sure to be hustling for the union vote again this year and pretending he and his millionaire Republican benefactors are the best hope of working people.

Whatever, he's selling – don't buy it this time. No way. From union members, Trump deserves exactly what he has provided working people for nearly four years: Absolutely nothing. ■



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## Point of View

BY LAWRENCE WITNER

# Has Trump Kept His Promises? Take a Close Look at Evidence

Campaigning for the presidency in 2016, Donald Trump promised that, if he was elected, American workers “will finally have a president who will protect them and fight for them.”

Has he kept this promise?

When it comes to protecting workers' health and safety, Trump's administration has been a disaster. For instance, the administration targeted job safety rules for toxic chemicals, mine examinations, and child labor protections for destruction. It also sharply reduced the number of OSHA inspectors to the lowest level in the agency's half-century of operation.

Although Trump brags that the wages “are rising at the fastest rate in many decades,” an analysis of “real wages” – those offset by inflation – reveals pay has remained remarkably stagnant during the Trump era.

A Brookings Institution report concluded “nearly half of all workers earn wages that are not enough, on their own, to promote economic security.” Naturally, many of these workers have been forced, by economic necessity, to work two – and sometimes three – jobs to survive.

Meanwhile, the Trump administration has consistently opposed raising the starvation-level federal minimum wage of \$7.25 an hour, set in 2009. Indeed, Trump opposes establishing any federal minimum wage.

Trump has also backed measures to deprive American workers of major health care and pension benefits – all the while promising to keep hands off.

In February, Trump said his new federal budget “will not be touching your Social Security or Medicare.” Only two days later, Trump unveiled a budget that called for cutting Medicare by \$500 billion, Medicaid by \$900 billion and Social Security by \$24 billion.

The Trump administration has also been waging an assault upon labor unions, which provide the major organizational muscle defending the rights of America's workers.

Thanks to Trump's anti-labor appointments to the National Labor Relations Board, the

agency has issued rulings constraining how and where workers can organize, permitting corporations to fire workers in retaliation for union activity and narrowing the right to strike.

Given the NLRB's pro-corporate bias, even existing labor organizations – such as unions comprised of graduate student workers – are now being threatened with loss of collective bargaining rights.

In recent decades, as an unrelenting corporate attack has crippled unions in the private sector, big business, the wealthy, and their right-wing allies in public office have turned to destroying public sector unions and promoted right-to-work laws on the state and national level.

Although anti-union forces never managed to push the National Right to Work Act through Congress, they secured an important judicial victory with the Janus “free rider” case.

Trump's Justice Department joined the case with an anti-union brief. Then, thanks to Trump's appointment to the Supreme Court of Neil Gorsuch, a right-wing ideologue, anti-labor forces won a 5-4 ruling that declared workers could refuse to pay dues to public sector unions representing them.

Despite opinion polls showing about half of America's non-unionized workers want to join a union, the Janus decision and the other anti-labor measures of the Trump administration combined to reduce union membership in the United States to 10.3%, its lowest density since the 1920s.

As a New York Times editorial concluded: Trump has sent “a clear message to American workers: You're on your own.” ■

*Lawrence Wittner is professor of history emeritus at University at Albany/State University of New York and author of, “Confronting the Bomb: A Short History of the World Nuclear Disarmament Movement.” This piece is abridged from the original and distributed by PAI Union News Service.*

# Stop Cheerleading and Lead



Donald Trump is a germaphobe and with good reason. He is afraid the coronavirus will sicken the economy and kill his re-election chances.

Which may be why he is still cheerleading a falling stock market and an economy drifting into recession as the virus becomes a global pandemic.

He argues with the experts and calls the illness the corona “flu,” hoping to minimize it. He claims a vaccine is weeks away while experts say it will take 12 -18 months.

Jack Holmes, politics editor at Esquire, summed up Trump’s response this way:

“Trump genuinely struggles to discern any difference between the world as it is and the world as he wants it to be,” Holmes wrote in the magazine. “In fact, he’s in a constant process of convincing others – and himself – that what he wants to be true is reality.”

So when the Centers for Disease Control (CDC) advises people to avoid public places and not go to work and school if feeling ill, Trump implied on FOX News that Americans should do the opposite.

Trump’s messaging is so bad that Republican Senator Lamar Alexander advised him to keep quiet and listen to the professionals. That didn’t stop Trump from blaming everyone else for the problem – including President Barack Obama.

But in 2018 it was Trump who disbanded

the pandemic team that Obama set up to fight Ebola and Trump who released a White House budget seeking a 16 percent cut in funding for the CDC.

Fortunately, Congress ignored the President’s imprudent request.

As the virus spreads – and almost surely, it will – the economy will slow. The huge supply chain from China and South Korea – both hard-hit – already is operating way below normal and disrupting some American industries.

Kathy Jones, chief fixed income strategist at the Schwab Center for Financial Research, noted on the firm’s website that a shortage of parts and material from the Far East may prompt layoffs in this country and create a serious drag on the nation’s consumer-based economy.

The Federal Reserve Board has cut interest rates – as Trump demanded last year when there was no need – amid worries that the coronavirus scare will plunge the economy into recession. But with rates already low, there was not much room to go down.

We’ll beat the coronavirus at some point and get the economy back on the beam, too – no thanks to Donald Trump. ■

# Guest Spot

BY ISRAEL CASTRO AND STEPHEN SULLIVAN

## Critical Thinkin

The statistics are staggering and the decline has been rapid.

Every year since 2004, newspaper print circulation and advertising revenue have decreased as digital media has made access to information faster and cheaper.

For many of our members, the adjustment has been difficult. It’s meant sacrifice, an uncertain future – or, worse, a pink slip. Meanwhile, union membership has dropped dramatically.

The challenges we face aren’t unique to the print industry. Organized labor in many sectors is struggling to cope with powerful forces – everything from automation to outsourcing.

Albert Einstein said, “in the midst of every crisis, lies great opportunity” – and at the GCC/IBT we take those words seriously.

The opportunities that arise out of this crisis are all around us. Organizing workers in emerging industries can be the best answer to attrition, consolidation and job loss.

Whether we seize these opportunities – in the digital world as well as traditional industries – will determine the future of the GCC/IBT. We are at a point where the labor movement and middle-class in America are on the line.

With many workers in the United States and Canada feeling that the working class has been exploited by corporations for too long, we must be bold and aggressive.

Together we can fight for the improvements our membership deserves and start to bring those benefits to all workers – union and unorganized.

Research shows that workers – particularly young employees – increasingly are open to



union membership. A recent Gallup poll revealed that 64 percent of Americans approve of labor unions. We must seize this moment.

We need only the investment of time from local leaders and our rank-and-file membership to make initial contacts with non-union workers. Everyone should be vigilant for potential organizing targets. Talk to family and friends. Some may surprise you and say, “We sure could use a union where I work.” That could be an important lead. Tell your local union official or contact GCC/IBT organizer Rick Street at 202-230-9787.

Together we can stop the decline of union membership and roll back decades of corporate abuse. We can expand the reach of the GCC/IBT. Our strong contracts are clear evidence to unaffiliated workers that union membership makes a difference.

With your help, we can expand our reach within our core print and paper products sector and other industries, as well. We look forward to working with all of you to help grow our great union! ■

Israel Castro is secretary-treasurer and principal officer of GCC/IBT District Council 3. Stephen Sullivan is president and business representative of Local 3-N, Boston.

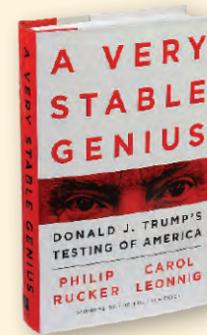
# All the Best

## Print

### A Very Stable Genius: Donald J. Trump's Testing of America

Phillip Rucker and Carol Leonnig

Donald Trump snookered many Americans in 2016 with lavish promises to make the country “great again” – Trump, on his own, having decided that it wasn’t sufficient “great” in the first place – and guaranteed to run things with the smooth efficiency of a business. But, as this alarming book by two Pulitzer Prize-winning Washington Post reporters attests, the Trump White House feeds on crisis, not calm, and the President, himself, is a foggy-minded task master given to outbursts of fury and endless demands for adulation. In one astonishing sequence, Rucker and Leonnig describe a meeting at which Trump dismisses some of the country’s most revered military figures as “losers,” “dopes” and “babies.” Rex Tillerson, then secretary of state, who witnessed the outburst, later branded Trump a “moron.” Undaunted, Trump calls himself “a very stable genius.” Anyone reading this book is apt to concur with Tillerson – and hope that in November the “stable genius” is sent packing and manages to find his way home. *Penguin Press, \$30*



## Video/Streaming

### Hillary

Nanette Burstein, director

At a few points in this behind-the-scenes, four-part documentary, Hillary Clinton, former first lady, secretary of state and failed presidential candidate, wonders what exactly it is about her that prompts such powerful responses – hate, love and every complicated emotion in between? There is no easy answer, of course, but Burstein’s candid and moving portrayal shows Clinton as a fully human figure, not the cartoon cutout favored by her detractors, who despite disappointment and public humiliation, carries on. In 2016, Clinton lost the presidency to Donald Trump. There’s no easy answer to that mystery, either. *Streaming on Hulu.*

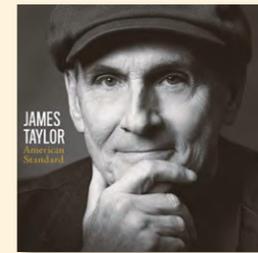


## Music

### American Standard

James Taylor

You don’t have to be a nostalgic, bring-back-the-70s softie to appreciate James Taylor or his gorgeous take on the American Songbook. If Taylor’s voice has a little less oomph – Sweet Baby James is 72 – it has gained warmth and character perfectly suited to renditions of classic tunes like “My Heart Stood Still,” and “The Nearness of You.” Taylor opens the album with a joyful version of “My Blue Heaven” – a signal he’s still got the old spark and believes that, even if a bit older, his audience does, too. *Fantasy Records, various pricing via online merchants.*

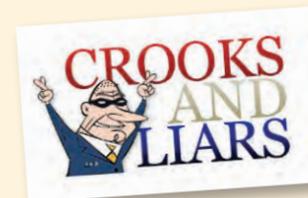


## Internet

### Crooks and Liars

crooksandliars.com

Its name is the tip-off. Crooks and Liars aims to keep tabs on political mischief-makers and will prove useful as the 2020 presidential campaign gets rolling and phony baloney starts piling up by the pound. Writers offer a variety of newsy notes and the site posts a host of relevant videos. In this pivotal election year, union leaders urge members to be informed and remain alert. Clear, concise and well-focused, Crooks and Liars is a good start.



# GCC/IBT Voters Pick Top Leaders

By Fred Bruning  
Graphic Communicator

In a political year likely to be marked by controversy and discord on the national level, GCC/IBT members took part in an orderly process that handed President Kurt Freeman and Secretary-Treasurer/Vice President Steve Nobles four-year terms by acclamation and decided a contest for general board in the Central Region.

Freeman, the former GCC/IBT secretary-treasurer/vice president who succeeded President George Tedeschi when Tedeschi retired last year, and Nobles, appointed to replace Freeman in the union's second highest post, said they were gratified by the results and flawless election procedure.

"Fair and free elections are the cornerstones of what we are built on," Freeman said. "Every voter has the same weight and confidence that the results are fair and honest." Although only one race was contested, union officials noted that every GCC/IBT member in good standing had an opportunity to run for office.

The election highlighted the GCC/IBT's tradition of openness and integrity, Nobles said.

"Our union's history of fair and transparent elections is a tradition that I am proud to continue," Nobles said. Tedeschi sounded the same theme. "Honesty is essential at a time when right-wing forces continue their assault on organized labor," he said.

Returned to their posts without opposition were general board members: Pat LoPresti, Local 1-L, New York, and Stephen Sullivan, Local 3-N, Boston, in the Atlantic Region; Clark Ritchey, Local 747-M, Seattle, Pacific Region; Marty Hallberg, Local 1-B, Twin Cities, Minnesota, Mountain Region; Eddie Williams, Local 527-S, Atlanta,

## INTERNATIONAL OFFICERS



**Kurt Freeman**  
President



**Steve Nobles**  
Secretary-Treasurer/Vice President

**There was a contested general board election in one region. Local-by-local results follow.**

CENTRAL REGION				
LOCAL	CITY	CASTRO	FOREMAN	CONSOLINO
C 95	CLARKSBURG, WV	0	0	0
C135	BATTLE CREEK, MI	9	6	3
M 17	INDIANAPOLIS, IN	15	78	35
M 25	DETROIT, MI	252	66	193
M458	CHICAGO, IL	143	74	236
M508	CINCINNATI, OH	135	53	114
M518	QUAD CITIES, IL	6	8	4
M568	PEORIA, IL	13	12	24
M577	MILWAUKEE-MADISON, WI	93	39	113
N 13	DETROIT, MI	11	2	6
N 23	MILWAUKEE, WI	5	5	4
P 77	NEENAH, WI	14	20	27
S415	CHICAGO, IL	25	12	30
S507	KALAMAZOO, MI	16	5	10
S555	GRAND RAPIDS, MI	27	7	19
S705	BATTLE CREEK, MI	40	24	30
MAL	MEMBERS-AT-LARGE	0	0	0
<b>Total Votes</b>		<b>804</b>	<b>411</b>	<b>848</b>

# ers and General Board Members

Southern Region; Denis Fournier, Local 555-M, Montreal, Canadian Region.

Three candidates in the Central Region vied for two general board seats: Israel Castro, Local 25-M, Detroit; Garry Foreman, Local 17-M, Indianapolis; Michael Consolino, Local 458-M, Chicago. Castro and Consolino were the winners.

Freeman urged members to become as engaged with national politics as with union matters. "It is vital that we elect worker-friendly candidates in November and rebuke conservative candidates and their big money backers who would like to destroy organized labor."

Nobles offered a similar message and asked that members examine the labor record of President Donald Trump and his administration.

"Our election, of course, was pre-cursor to the national election this fall, something that all GCC members must participate in to help elect a candidate who will help the working men and women of this

country," Nobles said. "All of our members must exercise their right to vote – and in the best interest of organized labor. With the current administration's attacks on workers and unions we must vote to bring about change."

As for the GCC/IBT agenda, Freeman said, leaders would emphasize aggressive organizing to build the rank-and-file – especially vital in a time of diminishing union membership – and keep the GCC/IBT a "viable and autonomous conference" within the Teamster domain.

"Steve Nobles and I look forward to working with the general board as we tackle the difficult task of growing membership while providing the resources necessary for locals to continue to negotiate strong contracts," Freeman said. "We are blessed to have strong leaders throughout the United States and Canada who have helped us win outstanding settlements. I am confident the board will provide the training and assistance necessary for our union to grow."

Turning to the GCC/IBT election, Freeman said he appreciated the effort by staff members and local representatives who helped the process run smoothly. "It is important work and they take their jobs seriously," he said.

Chairperson of the board of electors was Janice Bort, Local 72-C Washington, D.C. Also serving were Kevin Logan, Local 100-M Toronto and Precious Hunter, Local 527-S Atlanta.

Freeman also cited the contributions of Bonnie Lindsley, director of information systems and membership records, and Diana Fasce of the GCC/IBT's membership department.

Hard work and a sense of purpose is essential at every level if a union is to succeed, said Tedeschi, who served as GCIU and GCC/IBT president for nearly 20 years.

"There must be total dedication, top to bottom and without exception," Tedeschi said. "It's the sort of service and devotion we owe our members – nothing less." ■

## THE GENERAL BOARD

### ATLANTIC REGION



**Patrick LoPresti**  
Local 1-L, New York



**Stephen Sullivan**  
Local 3-N, Boston

### CENTRAL REGION



**Michael Consolino**  
Local 458-M, Chicago



**Israel Castro**  
Local 25-M, Detroit

### SOUTHERN REGION



**Eddie Williams**  
Local 527-S, Atlanta

### MOUNTAIN REGION



**Marty Hallberg**  
Local 1-B, Twin Cities

### PACIFIC REGION



**Clark Ritchey**  
Local 747-M, Seattle

### CANADIAN REGION



**Denis Fournier**  
Local 555-M, Montreal

# Jim Hoffa, Trusted Friend of GCC/IBT, Will Retire in 2022

James P. Hoffa, the spirited labor leader who has guided the International Brotherhood of Teamsters since 1999 and served as a crucial partner in the 2005 merger with the GCIU that gave the print industry union national prominence and potent bargaining power, announced that he will not seek re-election as general president when his term expires in two years.

“It’s time for the next generation to take over,” Hoffa told the Detroit News. But, Hoffa said, he intended to remain active in the labor movement. “I’m not going away when I retire.”

Hoffa’s announcement came within days of the federal government releasing the IBT from 30 years of supervision imposed at a time when U.S. authorities were intensifying anti-corruption efforts.

Restoring the honor of the Teamsters is among his proudest accomplishments, Hoffa told the Detroit newspaper. “We have enshrined that we will never, ever have organized crime as corruption in our union,” he said.

Elected to the IBT’s top post five times, Hoffa, 78, said in a letter to officers, staff and affiliates that he is confident the Teamster organization is resilient and prepared for the future.

“We are growing the union through aggressive, coordinated organizing,” Hoffa said. “We are winning industry-leading contracts in every membership sector. We are holding our elected officials accountable through building member engagement and action. We are stronger now than we have ever been.”

Working with George Tedeschi, then president of the Graphic Communications International Union, Hoffa cleared the way for a merger that has proven highly beneficial to both organizations.

Tedeschi, who became president of the Graphic Communications Conference of the IBT and, following retirement last year, continues to serve as GCC/IBT president emeritus and Teamster international vice president-at large, said he remains grateful to Hoffa for “facilitating the merger of our two great unions.”



IBT General President James P. Hoffa played a pivotal role in the GCIU’s 2005 merger with the Teamsters. Hoffa will retire in two years after his fifth term. ‘Damn, he’s going to be missed,’ said GCC/IBT secretary-treasurer/vice president Steve Nobles.

FRED NYE/IBT

During merger talks and ever since, Hoffa has been an honorable partner and steadfast ally, Tedeschi said.

“The GCIU merger with the Teamsters proved to be all that we were told it would be,” Tedeschi said. “Teamster power and assistance was there whenever it was needed. I am grateful that I had the opportunity to work with Jim and call him my friend.”

Other top GCC/IBT officials hailed Hoffa for his courage and visionary leadership.

President Kurt Freeman said the name “Hoffa” was “inseparable” from the Teamster’s 117-year history of battling for the rights of working people. “General President Hoffa has led this great union to many achievements during his tenure and he is not done just yet,” Freeman said.

Steve Nobles, GCC/IBT secretary-treasurer/vice president, noted that Hoffa had achieved “financial stability” for the union and rebuilt the IBT strike fund, a vital resource at a time when big money interests and conservative political operators seek relentlessly to weaken organized labor. Summing up the sentiment of many IBT leaders and members, Nobles said: “Damn, he’s going to be missed.”

In his retirement letter, Hoffa said he had “committed my entire life to protecting and fighting for the Teamsters union, its members and their families.”

The campaign on behalf of working Americans will not end, he said.

“I look forward to continuing the fight and keeping our great union on a trajectory that ensures a better quality of life for our members for years to come,” Hoffa said. ■

## Hey, McConnell: How About a PRO Act Vote?

Labor leaders are demanding Senate action on the Protect the Right to Organize Act, a far-reaching initiative that GCC/IBT President Kurt Freeman called “the biggest piece of pro-worker legislation in my lifetime” and a much-needed safeguard against attempts by corporate interests and right-wing forces to undercut union autonomy.

The PRO initiative would update the decades-old National Labor Relations Act by streamlining the organizing process, revising right-to-work laws and extending “employee” status to thousands of so-called “contract” workers who have been unable to gain union representation.

Approved 224-194 in February by the Democratic-controlled House, PRO legislation also would give the National Labor Relations Board power to fine companies up to \$50,000 for firing an employee seeking to organize a union and require, in addition, that the worker receive compensation for damages.

“This for the first time would put workers on a level playing field,” Freeman said.

Teamster General President James Hoffa said the PRO

Act restores “fairness to the economy at a time when income inequality has stifled the ability of far too many hardworking Americans to earn a decent wage that allows them to support their families.”

Despite the call for passage from union officials, Republican Majority Leader Mitch McConnell is likely to keep the bill bottled up with literally hundreds of other House-approved measures – including the Butch Lewis Pension Act -- languishing in the Senate.

To counter GOP obstructionism and rescue the PRO Act from what one labor official called the “graveyard” of the U.S. Senate, union officials are urging members to contact elected officials and insist McConnell allow debate on the measure.

If Republicans continue stonewalling, organized labor must make clear there will be a price to pay in fall elections, union leaders said.

“We need union members and workers who want to be part of a union to turn out in mass in November and elect worker-friendly politicians,” said Steve Nobles, GCC/IBT secretary-treasurer/vice president.

Business interests and anti-union activists fiercely oppose the PRO Act – a sure sign that the measure is urgently needed, labor officials say.

The Washington Post reported that a business group called the Coalition for a Democratic Workplace opposes the measure because of provisions aimed at granting workers now considered independent “gig” contractors – like drivers for the ride-hailing services Uber and Lyft – the right to organize as employees.

Among those fighting to squelch the law is Andrew Puzder, the multimillionaire fast-food executive who withdrew as President Donald

Trump’s labor secretary nominee amid questions about his character and business record.

Writing for the online publication, FoxBusiness, Puzder claimed the PRO act would “slow the economy” and advance the “socialist” goals of the Democratic Party. The measure, Puzder said, “is a dire warning of what Democrats would do should they ever return to power.”

Labor officials say union members must reject that sort of overheated rhetoric and right-wing scare tactics.

Union membership declined in 2019, prompting labor leaders to say the real danger to the economy is not increased worker rights but a continued assault on unions and the middle-class Americans it protects.

The PRO Act gives unions a chance to regain strength and places some limits on the worst of corporate excesses, officials declare.

Of considerable significance is a provision that would allow employers and unions in right-to-work states to negotiate a “fair share” contribution from so-called “free riders” – workers who benefit from collective bargaining but pay no dues – and in that way ease financial strain on labor organizations.

“No other bill has ever given workers more power and ability to improve and strengthen their wages, benefits and working conditions than the PRO Act,” said GCC/IBT attorney Peter Leff. “The business community sees the PRO Act as a real threat because of its effectiveness.”

IBT leader Hoffa also said the legislation could be transformative.

By passing the measure, Hoffa said, the House of Representatives “agreed to restore fairness to the economy at a time when income inequality has stifled the ability of far too many hardworking Americans to earn a decent wage that allows them to support their families.”

Republicans in the Senate so far have been unmoved. Union members should not forget GOP opposition in November, Freeman said.

“Elections have consequences,” he said. ■



## IN AUSTIN, A SPRINT TO SOLIDARITY

In three weeks, workers at Horizon Printing in Austin, Texas, voted to join the GCC/IBT and ratified a first-time contract – a turnaround union leader are calling “phenomenal.”

“Everyone is just thrilled – they just wanted to work and have union protection,” said Frank Monreal, president of Local 4535-M, Houston.

The quick action came as Horizon was preparing to print material related to the March 3 “Super Tuesday” Democratic presidential primary held in 11 states, including Texas.

Also a factor was the owner’s determination to avoid work delays, especially after purchasing an expensive, eight-color, 37-inch press.

With a first-time contract settled and certification for the union bag awarded, Horizon won jobs from the campaigns of Vermont senator Bernie

Sanders and former New York mayor Mike Bloomberg, who subsequently dropped out of the Democratic race.

The surge of work halted fear of layoffs and provided 21 new GCC/IBT members ample opportunity for overtime.

With business brisk again thanks to its union affiliation, Horizon hopes to bring back some of the eight workers let go before unionization, the company said.

Employees voted 17-4 in January to affiliate with the GCC/IBT.

The four dissenting individuals came aboard after contract ratification -- a gratifying development, Monreal said.

“After the four workers read the contract we had agreed on, they liked it so much that they decided to join.”



## CHICAGO LOCAL: PUT OUR VETS TO WORK

Leaders at GCC/IBT 458-M, Chicago, are working with the Veterans Assistance Commission of Kane County, Illinois, to find qualified pressroom candidates – and help vets launch careers in the print industry.

“We are in desperate need of entry-level employees – and we’ve taken it upon ourselves to try to explore unique avenues to find disciplined and determined individuals to fill this void,” said Kurt Reissenweber, vice president of Local 458-M and president of District Council 4.

The shortage of candidates at the intake level is not limited to Chicago, Reissenweber said. “This is an issue

all over the country,” Reissenweber said.

With employers eager to cooperate, Reissenweber urged all GCC/IBT locals to consider similar initiatives with companies and veterans’ assistance agencies.

“What better people to offer these great job opportunities to than our local veterans who are coming back from serving our country,” he said. “And we can offer them outstanding wages and benefits.”

Representatives from the county’s assistance commission and Illinois Department of Employment Security toured a GCC/IBT shop in late February – and came away impressed, Reissenweber said.

“We are always looking for good employers who understand the value of hiring a veteran,” said Jacob Zimmerman, commission superintendent. “With a veteran, you have an individual who is trained and trainable with unlimited determination.”

After the tour, the officials distributed information and veterans soon began applying, Reissenweber said.

The program is proving beneficial – for the vets and the GCC/IBT.

“This is as good as organizing a new shop,” Reissenweber said.



RECRUITMILITARY.COM VIA GOOGLE IMAGES

upon ratification and \$3,000 for either health savings or 401(k) accounts.

“The members stayed strong the whole time,” Ritchey said. “They knew what they wanted – a fair contract that had guarantees in it.”

He also acknowledged Phil Roberts, the GCC/IBT representative who led the negotiations.

“Phil did an outstanding job of putting this contract together,” Ritchey said. “Much praise to him and the DC2 staff involved.”

## VIRUS PROMPTS REVIEW OF EVENTS

Facing the coronavirus crisis, GCC/IBT leaders are postponing or cancelling local, regional and national meetings and taking steps to protect members who must remain on the job in essential sectors like newspapers and packaging.

The Eastern Conference, scheduled to begin April 26 in Atlantic City, has been cancelled with a potential reschedule for late September or early October.

“If we reschedule, the room reservations should just roll over,” said Harry Selnow, conference secretary and president of Local 612-M, Caldwell, New Jersey. “If people can’t make whatever new dates we figure out, they need to contact me. But we are just in the beginning stages of rescheduling this.”

However, GCC/IBT leaders are hopeful they can still hold the popular North American Newspaper Conference from June 1-3 in Scottsdale, Arizona.

“Right now, it’s still on,” said Joe Inemer, president of NANC and Local 16-N, Philadelphia. “But if the conditions that are present today are still present the first week of May, we will cancel. If that happens, we will notify everyone individually that we are not having the conference. But for right now, we’re still on.”

For more information, contact Inemer at 215-739-1704.

At this point, the Specialty Unions Conference is still scheduled for Sept. 17-19 in Atlanta.

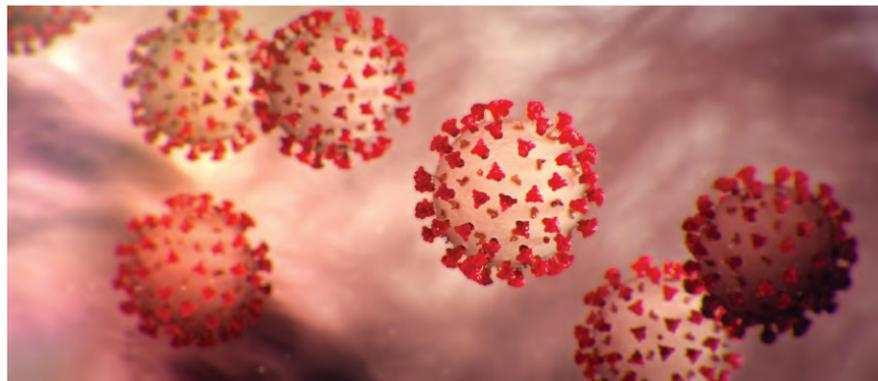
“We are playing it by ear right now and will see what happens in the next month or two before we make any decisions,” said Eddie Williams, president of Specialty Unions Conference and Local 527-S, Atlanta.

In the meantime, local and regional union meetings of 10 or more people have been cancelled and precautions are being taken in shops that remain open.

Williams noted that employers are providing hand sanitizers at tables and work stations and are paying for additional cleaning services.

Inemer said the same caution prevailed at his shops. The Philadelphia Inquirer is taking the temperature of workers at the door and sending them home if they registers 100.5 degrees or higher.

Williams said he has seen no layoffs in his region but Inemer reported that jobs in his area are in jeopardy. “The coronavirus is causing a lot of problems,” Inemer said. “Shops are reducing hours and closing down. People are getting laid off.”



CDC.GOV

## GEORGIA-PACIFIC WORKERS GET WAGE BUMP, AT LAST

The five-year wage drought at Georgia-Pacific in La Mirada, California, is finally over.

Workers at the company’s corrugated box plant – a facility owned by Koch Industries – ratified a first-time contract after 16 months of negotiations.

“There will be no more manipulating and picking out favorites to give certain people wage increases and not others,” said Clark Ritchey, DC2 secretary-treasurer and president of Local 747-M, Seattle.

The La Mirada plant was the first to unionize and reach a contract agreement since Georgia-Pacific was purchased by the Koch organization, widely known for its anti-union outlook.

GCC/IBT officials also are negotiating a contract with Koch in Olympia, Washington, and Modesto and San Leandro, both in California.

Upset about their lagging wages, La Mirada workers voted in July, 2018 to join the GCC/IBT.

“Plus they had no grievance procedure, no real seniority and no voice in the work place,” Ritchey said. “The company dictated everything.”

The workers now have a 5-year contract that assures them 2-2.5 percent annual pay hikes, a \$1,000 lump sum payment



Local Stops wants to hear from you. If your GCC/IBT local has been involved in organizing efforts, community outreach or volunteer work, e-mail a brief summary to reporter Dawn Hobbs at dawnhobbs@cox.net or call 805-284-5351.

## Trump s'est posé en ami des travailleurs mais a trahi leur confiance

Par Fred Bruning  
Graphic Communicator

Quand il s'est présenté à la présidence en 2016, Donald Trump s'est posé en ami des ouvriers, et a promis de rendre dignité et espoir à ceux que les changements technologiques et les exigences punitives d'une économie mondiale ont ignorés.

Mais un examen de ses politiques et nominations aux tribunaux, au Conseil du travail et à d'autres organismes montre clairement que le président a tourné le dos aux ouvriers, estiment les spécialistes des questions syndicales, et il est peu probable que les choses s'améliorent lors d'un deuxième mandat. Beaucoup, dans le mouvement syndical, craignent que la réélection du président l'enhardisse davantage.

« C'était un marché de dupes classique, a déclaré Kurt Freeman, président de la CCG-FIT. Trump s'est affiché comme un leader qui « servirait à nouveau » les intérêts des syndiqués et de tous les Américains qui travaillent dur, et il a fait exactement le contraire. »

K. Freeman a aussi pointé le refus obstiné de Trump à reconnaître l'ingérence russe dans l'élection de 2016 – et les tentatives de Moscou pour faire la même chose cette année – preuve du mépris du président pour les principes d'un leadership responsable que les dirigeants syndicaux considèrent essentiels.

« Aucun chef syndical n'agirait de la

sorte. Les membres ne l'appuieraient pas – et Trump devrait être tenu responsable aussi. »

Steven Greenhouse, ancien journaliste du New York Times et auteur de l'excellent ouvrage *Beaten Down, Worked Up* sur l'histoire et l'avenir des travailleurs syndiqués paru en 2019, a récemment fait allusion à la pratique du « prix d'appel » observée par Trump – et sa capacité à bernier les ouvriers.

« Dès lors qu'il s'agit d'enfiévrer les ouvriers, Donald Trump est un pur magicien, a écrit S. Greenhouse dans le magazine *The American Prospect*. Par je ne sais quel mystérieux tour de sorcellerie, il a convaincu des millions d'ouvriers américains qu'il est vraiment leur ami et qu'il se bat fort pour eux, même si lui et ceux qu'il a nommés ont adopté des mesures antisyndicales—par dizaines—les unes après les autres. »

À un peu plus de six mois de l'élection présidentielle, les chefs syndicaux exhortent leurs membres – dont beaucoup ont voté pour Trump – à regarder de plus près le déplorable bilan ouvrier du président et son style diviseur avant de décider qu'il mérite un deuxième mandat.

Selon les analystes, voici certaines des décisions antisyndicales de Trump qui sont les plus décriées :

- Il a mis fin aux règles permettant d'accélérer l'organisation syndicale qui avaient été instaurées sous l'administration du président Barack

- Obama;
- Il en a fini avec la « règle fiduciaire » de l'ère Obama obligeant les courtiers en bourse à travailler dans le meilleur intérêt de leurs clients lorsqu'ils conseillent des placements – ce qui est important pour les ouvriers qui cotisent à des plans 401(k);
- Il soutient l'« arbitrage forcé », une pratique qui prive les employés du droit de demander une indemnisation aux tribunaux dans les cas de conflits en milieu de travail;
- Il a facilité l'octroi de contrats à de mauvais employeurs qui enfreignent les règles condamnant la discrimination raciale, le harcèlement sexuel, les normes salariales et le droit de se syndiquer;
- Il a assoupli les règles obligeant les employeurs à déclarer les blessures au travail;
- Il a sabré les règles visant à protéger les Américains contre les pratiques abusives de certains prêteurs sur salaire;
- Il a ordonné un gel des salaires des fonctionnaires fédéraux, que le Congrès a annulé par la suite;
- Il en a fini avec une règle qui permettait à la Commission de l'égalité des chances en matière d'emploi de recueillir des données sur les grands employeurs afin de déterminer s'ils pratiquent une discrimination salariale.

La nomination par le président Trump de dizaines de juges conservateurs à la

Cour fédérale et la promotion des juges proaffaires Neil Gorsuch – qui a déposé un vote antitraitement dans la décision typique du « passager clandestin » (*free rider*) dans la cause Janus de 2018 – et Brett Kavanaugh à la Cour suprême des États-Unis est particulièrement préoccupante.

Et il y a aussi le Conseil national des relations du travail.

Les trois personnes nommées par Trump – et le très conservateur conseiller général Peter Robb – ont fortement penché en faveur des intérêts des entreprises et négligé les droits des ouvriers.

« ... le Conseil national des relations du travail de Trump a fait avancer un programme d'affaires antitraitement et antisindical, qui a miné la capacité des ouvriers à former des syndicats et à mener à des négociations collectives, pouvait-on lire dans un rapport de l'Economic Policy Institute. ...l'organisme a systématiquement rogné sur les protections des ouvriers et trahi son obligation juridique qui est d'administrer et de faire appliquer la *National Labor Relations Act*. »

L'idée selon laquelle Trump est un champion de la classe moyenne est un dangereux mythe, estiment les analystes, et le président va à coup sûr faire encore plus de tort aux syndicats et aux ouvriers dans un deuxième mandat.

« Avec un tel ami, estime l'auteur Steven Greenhouse, les ouvriers d'Amérique ont intérêt à ne pas avoir d'ennemis. »

## Trump se presentó como amigo pero traicionó la confianza de los trabajadores

Por Fred Bruning  
Graphic Communicator

Cuando se postuló para presidente en 2016, Donald Trump se presentó como amigo de los trabajadores y prometió devolver la dignidad y la esperanza a los que las innovaciones tecnológicas y las demandas opresivas de la economía globalizada habían dejado atrás.

Pero cuando se examinan las políticas de Trump, y sus nominaciones para jueces y para miembros de las juntas de trabajo y otros organismos, queda claro que el Presidente ha vuelto la espalda a los trabajadores, dicen los expertos laborales, y hay pocas razones para esperar que su actuación vaya a mejorar en un segundo mandato. Dentro del movimiento laboral son muchos los que temen que su reelección envalentonaría aún más al Presidente.

«Fue un engaño clásico», dijo Kurt Freeman, presidente de GCC/IBT, «Trump se anunciaba como el líder que iba a devolver el bienestar a los trabajadores sindicalizados y a todos los que trabajan duro, pero ha hecho todo lo contrario.»

Freeman indicó también que la persistente negativa de Trump a reconocer la interferencia de Rusia en las elecciones de 2016, y los intentos de Moscú de volver a hacerlo este año, demuestran que el Presidente desprecia los principios de liderazgo responsable que los dirigentes sindicales consideran fundamentales.

«No hay líder sindical que pueda actuar de esa manera», dijo. «La membresía no se

lo permitiría, y a Trump debe también exigírsele responsabilidad.»

El empleo por parte de Trump de tácticas de «señuelo y cambio», y cómo es capaz de embaucar a los trabajadores, lo denunció recientemente Steven Greenhouse, que fue reportero del New York Times, en su altamente valorado libro «Beaten Down, Worked Up», publicado en 2019, sobre la historia y el futuro de los sindicatos.

«Cuando quiere cautivar a los trabajadores, Donald Trump es un auténtico mago», escribió Greenhouse en la revista *The American Prospect*. «Con una especie de misteriosa brujería, ha convencido a millones de trabajadores estadounidenses de que es verdaderamente su amigo, que lucha fuerte por ellos, aun cuando él y las personas designadas por él han puesto en práctica medida tras medida, y hasta docenas de ellas, que perjudican a los trabajadores.»

A solo poco más de medio año hasta las elecciones presidenciales, los líderes sindicales están urgiendo a sus miembros, muchos de los cuales votaron por Trump, a que examinen más de cerca el deplorable historial en cuestiones laborales y el estilo divisivo del Presidente antes de decidir si se merece un segundo mandato.

Según los analistas, estas son algunas de las medidas más gravemente antisindicales adoptadas por Trump:

- Suspendió las reglas instituidas durante la administración del presidente Barack Obama para agilizar la organización de sindicatos.

- Abolió la «regla fiduciaria» de la era de Obama, que exigía que los corredores de bolsa tuvieran en cuenta los mejores intereses de sus clientes a la hora de aconsejarlos sobre sus inversiones, lo cual es importante para los trabajadores que tienen planes 401(k).
- Apoya el «arbitraje forzado», una práctica que les roba a los empleados el derecho a llevar a las cortes las disputas surgidas en el lugar de trabajo.
- Facilitó la concesión de contratos a empleadores deshonestos que violan las reglas que prohíben la discriminación racial, el acoso sexual, las normas salariales y el derecho a sindicalizarse.
- Relajó las reglas que exigen que los empleadores informen de los accidentes sufridos en el lugar de trabajo.
- Debilitó las normas concebidas para proteger a los trabajadores de Estados Unidos contra las prácticas explotadoras de algunos prestamistas de día de pago.
- Ordenó la congelación de salarios de los trabajadores federales, lo cual fue posteriormente anulado por el Congreso.
- Puso fin a una regla que permitía a la Comisión de Igualdad de Oportunidades en el Empleo obtener datos de los grandes empleadores con objeto de detectar la discriminación en el pago,

Especialmente preocupante es la nominación por parte del Presidente de docenas de jueces conservadores a la corte federal y su apoyo al acceso a la Corte

Suprema de EE.UU. de los magistrados proempresariales Neil Gorsuch, que en la decisión Janus de 2018 votó en contra de los sindicatos y a favor de los que se benefician de la protección sindical pero no quieren pagar las cuotas, y Brett Kavanaugh.

Y luego tenemos la Junta Nacional de Relaciones Laborales.

Los tres miembros designados por Trump, así como Peter Robb, director jurídico de la Junta y profundamente conservador, se han mostrado decididamente a favor de los intereses empresariales y han descuidado los derechos de los trabajadores.

«...la Junta Nacional de Relaciones Laborales (NLRB) de Trump ha fomentado una agenda empresarial antitraitement y antisindical que ha debilitado la facultad de los trabajadores para formar sindicatos y participar en la negociación colectiva», según un informe del Economic Policy Institute. «...la institución ha mermado sistemáticamente las protecciones de los trabajadores y ha traicionado su obligación ante la ley de administrar y hacer cumplir la ley NLRA (National Labor Relations Act), que gobierna las relaciones laborales.»

La idea de Trump como campeón de la clase media es un mito peligroso, dicen los analistas, y en un segundo mandato el Presidente dañará sin duda mucho más a los sindicatos y a los trabajadores.

«Con un amigo como ese», ha dicho el escritor Steven Greenhouse, «los trabajadores de Estados Unidos no necesitan enemigos.»

# 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
<b>Death Benefit Claims Paid September 2017</b>				<b>Death Benefit Claims Paid October 2017</b>			
14M Robert J Cristinziani	07-21-17	853T Russell A Baxter	08-08-17	1B Emilia L Acosta	09-18-15	4B Eunice J Stata	02-16-10
14M George F Scannapieco	10-08-16	853T Rex L Bolitho	07-31-17	1B Clifford C Buland, Jr	12-24-16	4C Kenneth G Lawyer	11-01-16
16C David E Holt	08-02-13	853T Joseph P Donohue	07-26-17	1B Elsie E Clear	08-26-17	13N David C Wright	01-29-06
16C Joseph L Lowry	07-21-17	853T Walter S Oberhaus	07-18-17	1L Albert L Boyajian	09-03-17	14M Sammy F Grizzel, Sr	03-11-16
16C Darrel E Mangels	02-21-17	853T Luis M Ramirez	07-08-17	1L Robert L Brunson	08-25-17	14M Earl W Hopkins	07-03-16
24M Stephen P Boyce	07-19-17	999ML Donald W Bessette	05-26-17	1L Patsy Dinapoli	04-04-17	14M Julie A Lera	08-14-17
24M Walter E Engel	01-18-17	999ML Joseph L Carroll	02-10-08	1L Thomas J Dolan Jr	06-14-17	14M Erwin F Mayer Sr	07-02-14
24M Leo R Kalupa	07-09-17	999ML Noel L Foster, Sr	07-04-17	1L Irene A Kopchak	08-15-17	14M Richmond Smith	11-09-15
24M James J Scarletta	08-23-97	999ML Carl L Haslett	11-03-09	1L Benjamin C Painter	09-10-17	14M Joseph D Steinmetz, Jr	10-08-17
24M Leroy A Smith	07-08-17	999ML Jack J Jacobs	10-13-16	1M Lance B Anderson	08-18-17	14M Robert F Thorp	08-18-17
24M Donald R Summers	03-23-16	999ML Victor F Kerns, Jr	07-18-17	1M Donald L Breingan	09-09-17	16C Brandon K Wallace	07-30-17
58M Russell F Blake	01-10-17	999ML Harry J Mcconnell	06-18-17	1M Raymond E Finn	07-22-17	17M Kevin Curtis	09-30-17
58M Joseph T Downey	03-31-17	999ML Donald L Morelock	10-28-06	1M Thomas R Rothbauer	07-16-17	17M Robert R Stoessel	09-06-17
77P Edwin W Seifert	08-04-17	999ML William E Neely, Jr	12-24-12	2N George V Dunn, Jr	08-15-17	17M Robert C Wilson	09-27-17
100M Arthur G Seymour	07-12-17	999ML Norman F Pieszak Sr	12-02-16	2N Ronald J Fries	09-26-17	24M Wayne L Columbus	10-26-17
100M Tony Skehar	07-16-17	999ML Marie D Satlawa	04-02-17	2N Angelo Giampartone	08-30-17	24M Reginald Legge	09-21-17
119B Angela Mccally	01-16-17	999ML Thomas L Walters	10-09-16	2N Louis Gregory	07-12-17	24M Irene A Shannon	09-01-17
128N Dan G Stevens	08-05-17	999ML Stephen T Winegardner	05-07-12	2N James P Mcgarrigle, Jr	09-30-17	77P Peter A Lavalle	10-23-17
137C Robert S Smith	06-25-17	2289M Charles H Gossel	06-19-17	2N Theodor Pedersen	06-10-17	100M James E Pembleton	10-20-17
197M Robert A White, Sr	06-13-17	2289M Richard T Liebum	08-04-17	3N Raul Aponete	07-11-17	119B Louis Brickman	07-16-17
197M Fredrick J Wilder	07-10-17	2289M Donald F Sicklesteel	07-06-17	3N David C Keller	08-16-17	119B Bernard Kaplan	07-03-17
235M Leo F Mcnellis	02-09-17	6505M John W Beckman	07-24-17	4C James M D'Onofrio, Sr	08-22-17	119B Alexander Orandello	10-04-17
235M Samuel H Newberry	07-11-17	6505M Kenneth E Kamp	02-13-17	4C William H Ewing	09-12-17	119B Leo Pores	11-03-16
241M Ann M Morris	07-02-17	6505M Marilyn S Ledbetter	07-07-17			197M Hubert C Drinnon	10-04-17
241M Victor P Yanulaitis	07-22-17	6505M Andrew E Lehmann	07-17-17			197M Leonard Neil Griffit	07-27-16
329C William C Gladfelter	07-01-17	6505M Alma E Reahr	07-24-17			235M Helen M Ultring	03-10-15
355T Wayne F Kramer	08-08-17	6505M George N Weber	07-13-17			241M Helen T Belaski	01-23-15
432M Richard M Ethofer	07-16-17	6505M Bert O Wilder Jr	07-06-17			241M George A Knecht	02-08-15
432M Farani F Pulu	05-27-17					241M Andrew Russin	10-14-17
455T Robert F Ellsworth	01-22-17					241M Michael L Walsh	09-22-15
455T Gary F Murphy	07-17-17					285M James L Butts, Sr	10-08-17
458M Jean M Bugiel	01-13-04					285M Jerold C Dobson	12-14-14
458M Victor J Derra	07-28-17					285M James A Ferguson	09-05-14
458M Daniel P Korstick	07-01-17					285M Rush R Swire, Sr	09-28-17
458M John P Lasky	08-02-17					285M Lester J Thompson	09-23-17
458M Peter J Lutgen Jr	02-15-17					355T Frank L Bowers, Jr	06-28-17
458M Warren C Sheckler	07-09-17					355T Roscoe M Fairchild	08-14-14
458M Martin F Sorensen	07-20-17					388M Antone W Brazil Jr	03-31-17
508M Michael F Puckett	06-21-17					388M Anthony G Campagna	09-25-17
508M Dwight D Salmons	05-29-17					458M Jessie N Daniel	06-14-16
518M William W Gnade	01-15-17					458M Kevin C Elstner	08-25-17
518M Doris J Schneider	04-17-16					458M Charles A Grover, Jr	09-25-17
527S William E Gunnels	07-13-17					458M Jacob E Hanus	10-16-17
527S Charles I Thompson	05-13-17					458M Dave J Harper	10-15-17
546M Joseph L Colegrove	04-27-17					458M Joseph H Klimowski	09-09-17
546M Joann Doench	07-18-17					458M John Schultz	11-02-17
546M Charles D Green	06-13-17					458M Rita T Suriano	09-17-17
546M Ted S Lackey	06-13-17					458M James L Wader	09-24-17
546M John S Vojtush	08-22-16					503M Jerome Benbenek	03-07-15
555M Bernard Belair	02-20-17					503M Paul F Kulakowski	08-27-02
555M John M Bunce	06-03-17					503M Loreto C Lotempio	08-15-17
555M Mychajlo Pawliczka	07-06-17					508M Charles Tim Jarvis	03-23-16
555M Jean Richard	04-25-17					508M Earl J Steinker	05-30-01
572T James A Herrera	11-22-16					514M Patricia A Barger	10-20-17
575M Ivan J Kirkwood	07-27-17					518M Carroll D Johnson	10-20-17
577M William R Volmar	06-30-17					546M James W Harris	09-30-17
						546M Hans K Holder	09-20-17
						546M Frank E Medves	06-18-17
						546M John D Mitchell	08-25-17
						555M Daniel Ladouceur	10-20-17
						555M Lise Richelieu	10-23-17
						572T Francis M Dale	08-28-15
						572T William D Flagg	10-05-15
						572T Heinz G Gehrt	02-04-15
						577M Michael H Mayr	07-10-17
						577M Harriet T Tutak	08-30-17
						612M Johanna D'Heane	09-17-17
						612M Richard P Musso	10-30-14
						612M Michael G Reformat	10-07-17

## SUMMARY ANNUAL REPORT FOR GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND

This is a summary of the annual report for the GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND, (Employer Identification No. 52-1632857, Plan No. 502) for the period July 1, 2018 to June 30, 2019. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$54,222,556 as of June 30, 2019 compared to \$53,306,872 as of July 1, 2018. During the plan year the plan experienced an increase in its net assets of \$915,684. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$4,167,416. This income included employee contributions of \$206,744, realized gains of \$884,109 from the sale of assets and earnings from investments of \$3,058,901. Plan expenses were \$3,251,732. These expenses included \$418,906 in administrative expenses and \$2,832,826 in benefits paid to participants and beneficiaries.

### YOUR RIGHTS TO ADDITIONAL INFORMATION

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

1. An accountant's report;
2. Assets held for investment; and
3. Transactions in excess of 5 percent of the plan assets.

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

Steve Nobles  
25 Louisiana Avenue, NW  
Washington, DC 20001  
202-508-6660

or the Plan Sponsor

Graphic Communications Benevolent Trust Fund  
Plan Sponsor  
25 Louisiana Avenue, NW  
Washington, DC 20001  
52-1632857 (Employer Identification Number)  
(202) 508-6660

You also have the right to receive from the plan

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

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

25 Louisiana Avenue, NW  
Washington, DC 20001

and at the following address:

Graphic Communications Benevolent Trust Fund  
25 Louisiana Avenue, NW  
Washington, DC 20001

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





# Drive Away



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## GCC LEADERS: TRUMP RE-ELECTION WOULD BE ANOTHER LABOR SETBACK

continued from PAGE 4

In fact, more jobs were created during the last three years of President Barack Obama's administration than in Trump's first three years, Forbes magazine reported, and a disproportionate number of those slots were in low-paying fields

The Economic Policy Institute issued a scathing assessment of Trump's impact on labor, saying protections workers had enjoyed before Trump was elected have been systematically rolled back or eliminated by the President's appointments to the National Labor Relations Board.

Those measures include strengthening management rights, thereby empowering employers to make unilateral changes and undermine collective bargaining rights guaranteed by the National Labor Relations Act.

"Through a series of decisions, rulemakings, and general counsel initiatives, the agency has systematically rolled back worker protections and betrayed its statutory obligation to administer and enforce the NLRA," EPI said.

While doing little for private sector employees, Trump also threatens to weaken the standing of civil service workers.

Peter Leff, general counsel for the Graphic Communications Conference, said Trump's recent move to exempt civilian employees at the Defense Department from collective bargaining is a harbinger of bad things to come.

"If Trump succeeds at Defense, it will only be the first step," Leff said. "He will start going after unionization at other agencies all under the false guise of security."

Mike LaSpina, president of Local 406-C in Nassau County, said he is hopeful that union members who favored Trump in 2016 will look carefully at the President's record before supporting him a second time.

"The working class has got to get its head out of the sand and get him out of office," LaSpina said. "He's not the right person for middle class, blue collar union workers . . . What has he done for the middle-class worker? Nothing. Absolutely nothing." ■

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



**TEAMSTERS DISASTER RELIEF FUND**

Union brothers and sisters need your help! Fellow Teamsters in Tennessee and elsewhere have been hit hard by storms, and with spring and summer around the corner more such disasters are likely to come. One way fellow Teamsters can lend a hand right now is through contributions. The Teamsters Disaster Relief Fund is collecting monetary donations to support those impacted by these natural disasters.

**Now is the time you can make a difference!**



By Mail:  
Teamsters Disaster Relief Fund c/o  
International Brotherhood  
of Teamsters  
25 Louisiana Avenue, NW  
Washington, D.C. 20001

## OPPOSITE OF A 'WORKERS' FRIEND'

continued from PAGE 4

"It was clear to me from the start that Trump was running a kind of racket – embracing union leaders in the Oval Office and then pushing policies that harmed middle-class Americans," Tedeschi said.

According to analysts, here are some of Trump's most grievous anti-labor moves:

- Halted rules expediting union organizing set during the administration of President Barack Obama.
- Killed the Obama-era "fiduciary rule" demanding that stockbrokers work in the best interest of customers when providing investment advice – important to workers with 401(k) plans.
- Supports "forced arbitration," a practice that robs employees of the right to seek relief in court for workplace disputes.
- Eased requirements for coal mine safety inspections.
- Made it easier to award contracts to bad-actor employers who violate rules outlawing racial discrimination, sexual harassment, wage standards and the right to unionize.
- Reversed a ban on chlorpyrifos, a pesticide linked harmful to farm workers.
- Relaxed rules demanding that employers report workplace injuries.
- Undercut regulations intended to protect Americans from the exploitive practices of some payday lenders.
- Ordered a pay freeze for federal workers that, later, was overturned by Congress.
- Ended a rule that allowed the Equal Employment Opportunity Commission to collect data on big employers as a means of determining pay discrimination.

Trump and the GOP still weren't done.

Earlier this year, the President sought to reduce federal retirement benefits and require that U.S. civil servants pay more into their pension systems. Taking a lead from Trump, three-quarters of the Republicans in the House of Representatives hatched a plan that would make it easier to fire public workers and cut automatic pay raises.

Of particular concern is the President's nomination of dozens of conservative judges to the federal bench and advancement of pro-business justices Neil Gorsuch – who cast an anti-union vote in the 2018 Janus "free rider" decision – and Brett Kavanaugh to the U.S. Supreme Court.

And then there is the National Labor Relations Board.

Trump's three appointees – and the board's deeply conservative general counsel Peter Robb – have leaned heavily toward business interests and neglected worker rights.

"... the Trump NLRB has advanced an anti-worker, anti-union, corporate agenda that has undermined workers' ability to form unions and engage in collective bargaining," said a report by the Economic Policy Institute. "... the agency has systematically rolled back worker protections and betrayed its statutory obligation to administer and enforce the NLRA (National Labor Relations Act)."

The notion of Trump as a champion of the middle-class is a dangerous myth, analysts say, and the President will surely do far more damage to unions and working people in a second term.

"With a friend like that," said author Steven Greenhouse, "America's workers need no enemies." ■

## 'COMMON PURPOSE' DURING CRISIS

continued from PAGE 4

security and protections" during the crisis:

- Free access to COVID-19 testing.
- Every worker provided some form of sick leave.
- No punitive action against workers who call in sick.
- Frontline workers who treat potentially infected populations must be provided appropriate protective equipment.
- Employees should be told they are entitled to worker compensation if infected as a result of their jobs.
- Individuals collecting unemployment benefits while battling COVID-19 must not be required to search for work during the time of their illnesses.

The Teamsters have launched a website, [www.teamster.org/covid-19](http://www.teamster.org/covid-19), to provide additional information and the GCC/IBT is making a coronavirus resource digest available.

"It is imperative that we come together as a nation..." the IBT said in a statement.

Freeman amplified the theme of common purpose.

"By helping one another, following the advice of medical experts and using common sense, we will get through these difficult days," he said. "Our country is strong, and our union is, too. We are here to serve."