

Officers Report to the Delegates of the 2021 Fourth GCC/IBT Convention

During the last five years, our Conference experienced the first changes in leadership in almost 20 years. First, Secretary-Treasurer Bob Lacey announced his retirement effective August 2017. This was followed by President George Tedeschi retiring in June 2019. Both President Tedeschi and Secretary-Treasurer Lacey deserve all the credit for turning around the financial course of our Union. They made the tough decisions that were needed to ensure that our Conference will continue to be successful into the future. We owe them a debt of gratitude for their tireless efforts.

Even though a lot of the tough decisions were made, there were still decisions to be made to maintain financial stability while improving the services to our members, Locals and District Councils. We had to guide our Union through a political climate with an administration that was not worker friendly and had declared war on Unions and their members. Attacks from the previous administration were relentless and coupled with the anti-worker decisions coming from the NLRB made all of our jobs more difficult.

In the midst of taking on the anti-union political climate, the Covid-19 pandemic hit all of us. What we all have experienced in the past year and a half is a once in a lifetime crisis. Our Field Staff had to monitor their safety while maintaining their commitment to our members, and they have done a remarkable job. We could not be prouder of our members and all the workers out there performing their essential jobs and keeping this country running. Unfortunately, we have all lost family and friends to this terrible pandemic and our thoughts and prayers are with all those we have lost and the families and friends they left behind.

Hopefully, we are close to getting back to normal before the pandemic impacted our lives. Throughout our time in office, we have been trying to promote the need for organizing. We started the practice of monthly conference calls with our Locals. We worked with the IBT Capital Strategies Department, Strategic Research & Campaigns Department and Organizing Department to assist our Conference, our Locals and District Councils. We have held organizing training online utilizing Zoom and have provided organizing leads across the country. Local leaders are making contacts and monitoring non-union locations. We have started replacing our recently retired Organizer and Staff Representative with the goal of growing our membership. Our General Board has been involved with these initiatives, and their help has been immeasurable.

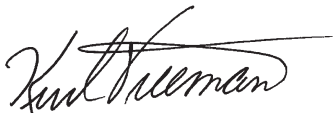
Even though the economy has rebounded, and it looks like we are nearing the end of the pandemic restrictions, our Union is still experiencing unprecedented losses due to technology and the consolidation of our employers. We have made organizing non-union companies a top priority. While some of the printing industry has suffered layoffs and plant closings, some specialty shops are hiring and expanding. There are a lot of unorganized shops whose employees desperately need our assistance in helping them improve their working conditions and gaining a voice at their workplace. With the help of a labor-friendly administration, we plan to hit the ground running this year. It is imperative that we grow to maintain our strength within the IBT. External and internal organizing will not only stabilize our membership but allow it to grow for a better tomorrow.

As we move through this Convention, you will see an important General Board Resolution addressing Conference dues. While no one wants to see an increase in Conference dues, an increase is needed to insure we have the tools and resources available to succeed in the future. We will be seeking a fifty cent increase to the Conference dues, going from \$2.50 to \$3.00 a month. This increase will provide us with the tools and resources necessary for our organizing program and allow us to upgrade an aging computer membership program. This Resolution was endorsed by the General Board, and we are asking you to support this very important resolution as well.

It remains important that GCC Locals voluntarily merge with other GCC Locals or affiliate with a District Council to increase their strength and resources and achieve the ability to better service their members. In doing so, you will be able to maintain or gain full-time Officers and staff with the ability to properly organize, negotiate contracts, process grievances, and provide benefit options for your members. Also, remember to reach out to the IBT Locals and Joint Councils in your area, whether you affiliate or not, as those partnerships could be of vital help in your negotiations and organizing.

As we come together for the 4th GCC/IBT Convention, let's all work together to ORGANIZE FOR A STRONGER TOMORROW!

Respectfully submitted,



Kurt Freeman
President



Steve Nobles
Secretary-Treasurer / VP