TEAMSTERS GENERAL PRESIDENT SEAN O'BRIEN GREETS GCC/IBT. PAGE 2



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'We Rebuilt Our Union,' **Hoffa Says In Farewell**



Writers Union Asks UN to Aid Journalists in **Ukraine War**

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TOP STORY

Good Labor News but Slow Progress



By Fred Bruning Graphic Communicator

> hy is this so hard? At first glance, unions – at last – seem in the driver's seat.

Public approval is at nearly 70 percent, the highest in a halfcentury. Worker militancy is spiking. Young employees are eager for unionization. Joe Biden, perhaps the best ally of organized labor ever to occupy the White House, rarely misses a chance to sell unionism as an indispensable tool for building the middle class.

Biden even backed the Protect the Right to Organize Act (PRO), a top labor priority, in his State of the Union address. "Let's pass the PRO Act. When a majority of workers want to form a union — they shouldn't be able to be stopped," Biden said.

Before that, the White House released a far-ranging report on "worker organizing and empowerment" that put the weight of the federal government behind the labor movement and amounted to a public call for greater union membership. (Story, Page 4)

"When we invest in our workers, when we build the economy from the bottom up and the middle out together, we can do something we haven't done in a long time - build a better America," Biden says.

Earlier this year, the Pew Research Institute ran a web page story attesting to the general pro-labor mood of the country under a headline that read: "Majorities of adults see decline of union membership as bad for the U.S. and working people."

The headline summed up the situation nicely.

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This issue of the Graphic Communicator contains the Summary Annual Report for the Benevolent Trust Fund including important information about your rights under the plan and under ERISA which should be read and retained for future reference. PAGE 16

Printed in the USA



GOOGLE IMAGE ٨N

Sean O'Brien, left, and running mate Fred Zuckerman, the new IBT general secretary-treasurer, campaigned outside IBT Local 25, Charlestown, Massachusetts, where O'Brien served as president. The 'OZ' ticket promised members an aggressive organizing effort and a no-nonsense approach that made clear to employers and politicians that 'the Teamsters are back.'

WHERE I STAND

Why is Labor Movement Stalled Even with Public Sentiment on Our Side?

THIS IS AN UNUSUAL – AND EXASPERATING – MOMENT. Public support for unions is way up. Young people talk enthusiastically about organized labor. Across the country, workers – from Starbucks to Amazon – are demanding a voice in their own futures.

All good news.

Here's the bad: Union membership sagged again last year and the percentage of unionized workers in the United States is at 10 percent – the lowest in decades.

It's a confounding situation that, I think, should trouble every union member.



More than any time in memory, hard-working Americans are acknowledging the power of collective bargaining. Public support is on our side, And with Joe Biden we have a remarkably pro-union president who emphasizes the importance of organized labor at every opportunity.

Biden has placed pro-labor members on the NLRB, voiced enthusiastic support for the Protect the Right to Organize Act (PRO) and recently signed an executive order requiring labor agreements for work on large-scale federal projects.

Still, the labor movement is stalled.

The reasons are many: Companies spend millions to undercut organizing drives and demonize unions. Small-scale union victories are necessary and important but industry-wide success takes enormous commitments of time and money. Powerful forces in Washington –

KURT FREEMAN GCC/IBT PRESIDENT

mostly on the Republican side – are relentless in blocking pro-union legislation like PRO and the Employee Free Choice Act (EFCA) which has languished since the Obama administration.

And, of course, despite the fighting spirit shown by employees over the past couple of years there always is the fear factor. Workers may say they favor unionization but lose heart when bosses apply pressure and warn plants may close and jobs disappear.

Too often hardline management practices go unpunished because, in the view of labor analysts, government protections are not strong enough. Many say, for instance, that the 1935 National Labor Relations Act – weakened over the years by contrary court decisions – needs an overhaul to better protect workers from employers who commit unlawful practices.

Covid also likely is a factor. The pandemic rattled the employment market and prompted millions to leave their jobs in what has become known as the Great Resignation. Extraordinary numbers now are operating as small business owners and individual operators in the "gig" economy – a tough environment for unionization.

So there are plenty of reasons – some familiar, some new – that account for another round of disappointing membership numbers.

At the GCC/IBT we are determined to break the bad news cycle.

We understand the challenges and must not miss this opportunity to build our ranks and expand our influence. With so much in our favor, the time never has been better.

Already, the GCC/IBT has stepped up.

During the pandemic we ran video conference organizing sessions and created an Organizing Roundtable to gather ideas from around the country. The roundtable has met – virtually – nearly 20 times.

We are making up to \$75,000 available to locals and district councils interested in hiring organizers. At the international level, we brought aboard Alejandro Guzman as national organizer last fall. He is hard at work aiding locals and district councils seeking unionization opportunities around the country.

Our Teamster partners are no less committed to progress. Sean O'Brien, inaugurated as IBT general president last month, brings a fighting spirit to the job and vows to make organizing a top priority.

"I'd like to see everything unionized," O'Brien said in an interview with Boston magazine.

Let's build on O'Brien's can-do spirit. Talk up our union, spread the word, get busy. Believe we can do big things. Our time is now.

OUTLOOK

SEAN M. O'BRIEN TEAMSTERS GENERAL PRESIDENT

New Vision, Fighting Spirit, and Hello to GCC

I RAN FOR TEAMSTERS GENERAL president because I believed our union needed a new vision and direction if we were going to reclaim our rightful place at the front of the labor movement.

The last two years have shown the world how indispensable Teamsters are to the economy. Without our essential work, the supply chain would shut down. We deserve the very best when it comes to wages, benefits and rights on the job. But in order to win these gains at the

bargaining table we have to be willing to stand up and fight.

I know it takes hard work and commitment to succeed but, most important, it takes an active and involved membership. That's why I look forward to working with GCC members and leaders so we can best serve your interests. The militancy and motivation of the membership is what makes a union successful. We need to make sure that informed, motivated members are at the center of every action our union takes.



Big Business and its political allies are focused on our destruction knowing that – once labor is weakened – workers' rights and protections will be weakened, too. Our adversaries want to move us to a gig economy where employers have no responsibility to workers and provide no benefits—a service economy where workers are independent contractors who serve an elite few. That's not the American Dream. That's a nightmare and we can't let it happen.

I urge you to talk to coworkers and educate them on the importance of building a strong union movement. Younger members should be encouraged to participate and we should listen to their ideas. We need to promote Teamster values wherever we go. Our survival depends on it.

I commit to you that my administration will work on your behalf 24/7. No one will outsmart, outwork or outfight us. Employers and politicians are on notice—the Teamsters are back. We are a new, bigger, faster and stronger organization. Failure is not an option. Let's work together to make our union the very best it can be.



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MANAGING EDITOR'S NOTE

In the 'New' Economy or 'Old,' Unions Play a Vital Role

ORGANIZED LABOR - WHAT HAS THE TERM come to mean?

It means strength through solidarity, of course – workers joining forces to gain a voice in their own destiny and assure economic wellbeing for their families.



As President Joe Biden says at every opportunity "the middle class built America, and unions built the middle class" – an idea the Administration emphasized recently in a robust prolabor task force report on "worker organizing and empowerment." (Page 4.)



Encouraging signs can be seen around the country as indignant fast food franchise workers walk off the job, Starbucks

employees launch organizing campaigns and independent contractors in the "gig" economy demand basic rights.

"Whether they are employees or freelancers, all workers deserve to be paid on time and enjoy the protections of state and federal labor law," said GCC/IBT President Kurt Freeman after endorsing pending legislation in New York that would protect contract workers. (Page 9.)

"New" economy or "old," labor unions play vital role – no question.

But we are at a peculiar moment.

Despite a surge in workplace activism and positive public sentiment, union membership continues to slip. "The U.S. Labor Movement Is Popular, Prominent and Also Shrinking," said a recent headline in the New York Times.

In our front page Top Story, we try to better understand what appears a contradiction. Why is it so difficult for labor to make gains at a time when unionism is favored, a committed pro-labor President is in the White House and workers are showing a fierce spirit of independence. Not surprisingly, we found, there are a number of reasons – some familiar, some unexpected. But labor officials say this is no time to complain or lose heart. Union leaders, organizers and members must redouble efforts and capitalize on an opportunity that may not soon come again.

That surely is the view of GCC/IBT policymakers. Freeman and his team have taken a number of steps to train, and aid, organizing at the local level. At the IBT, Sean O'Brien, inaugurated last month as IBT general president to succeed James Hoffa, pledges a highpowered approach to building union ranks and urges members to do the same. (Stories, Page 5.)

"We need to promote Teamster values wherever we go," O'Brien said in a special message to the GCC in his first "Outlook" column (Page 2). "Our survival depends on it."

Survival of another kind has been on the minds of union members and Americans everywhere.

We have watched in horror as Russia launched an unprovoked and outrageous attack on Ukraine. Where it ends, and at what terrible cost, is impossible to gauge at this point. Among labor organizations expressing outrage is the National Writers Union, a group that entered a service agreement with the GCC/IBT last year. (Page 11.)

At the same time, it appears – fingers crossed – that the nation is at last emerging from the worst of the covid-19 crisis. Infection rates are down dramatically across the country. Heroic health providers and hospital staffs are settling into more normal routines. And, as reporter Dawn Hobbs notes, the workplace is far less a tense and worrisome place. (Page 10.)

The pandemic claimed at least a million lives in the United States – a terrible toll – and prompted months of divisive debate.

But hope prevails, as it should – in regard to public health, global affairs, and the future of the labor movement. As leaders like Freeman and O'Brien say, union members must seize the moment, press ahead and believe in a better future.

COMMENTARY JIM HIGHTOWER

For Avaricious Corporations Monopoly Not Just a Game

he goal of the Monopoly board game is straightforward: Accumulate property, control the board, and ruin the other players.

It was created in 1903 by ardent anti-monopolist Lizzie Magie to educate people about the economic and social destructiveness of concentrating land ownership in private cartels. Not for nothing is each Monopoly box adorned by a caricature of a top-hatted, robber-baron tycoon, known as "Rich Uncle Pennybags."

More than a century later, real-world monopolists retain the game's original objective: Amalgamate market power, crush competitors, and run the board.

But rather than a game of chance dependent on a roll of the dice, today's corporate monopolies are products of carefully plotted and executed power plays. Theirs is a game for the biggest, richest, most avaricious plunderers.

Just to be a player now requires investing millions of dollars in campaign donations, lobbying firms and lawyer fees. Why? Because Americans hate monopolies.

From 1773's Boston Tea Party – an assault on the British East India Company's attempt to monopolize colonial America's tea market – we have vehemently rebelled, again and again, against corporate control as inherently anti-democratic, abusive, un-American and morally unacceptable.

Over the past 40 years, the most common way to establish a monopoly has been simply to buy one. With antitrust enforcement hogtied by lawmakers indebted to corporate backers, it's now considered a legitimate business practice to compel competitors to sell out by deploying a combination of deep-pocket cash, ruthless market strategies and shareholder pressure.

Indeed, consolidating our economy is no longer something that the occasional corporate pirate does on its own. There's an entire industry of specialized law firms, Wall Street

banks, hedge funds, lobbyists, social media pushers, and a menagerie of high-dollar consultants working full-tilt every day to help ambitious empire builders pull off merger and acquisition seizures in every U.S. business sector.

Our national and state governments used to stand as bulwarks against these anti-competitive takeovers, but since the 1980s, the corporate establishment has aggressively pushed presidents, legislators, governors, and regulators to champion the efficiencies of deregulated markets.

But that "efficiency" is a euphemism for raw power, and the de-reg frenzy its promoters unleashed almost immediately detonated an explosion of mergers – and then mega-mergers. Hello, Monopoly!

Forbes magazine reports that in just the first four months of 2021, corporations and speculators spent an astonishing record of \$1.77 trillion on merger and acquisition power



plays, producing nothing but tighter market control for wealthy elites, who will use the booty to grab more wealth and power.

Apple, for example, brags to its investors that it has snapped up more than 100 competitors in the past six years, an average of more than one a month. Likewise,

Amazon didn't dominate the new and highly profitable cloud computing business through its own genius; it ran a high-tech Pac-Man takeover operation, gobbling up at least 13 cloud innovators from 2012 to 2020.

So, how do you fight monopoly? Start where you live–and here's some help! The Institute for Local Self-Reliance has a guide full of examples of successful local and state antimonopoly efforts that could be models for your own town. Find them at ilsr.org

Populist author, public speaker, and radio commentator Jim Hightower writes the Hightower Lowdown, a monthly newsletter chronicling the ongoing fight by America's ordinary people against rule by plutocratic elites. Annual subscription rates for the Hightower Lowdown: \$10, digital; \$15, print. Information at Hightowerlowdown.org



Demonstrating again that he is a 'great union ally,' President Joe Biden went to an Ironworkers union hall in Maryland to sign an executive order requiring that federal contractors on jobs of \$35 million or more enter Project Labor Agreements (PLAs) setting wages and workplace standards. 'I promised you'd have a union president,' Biden said. 'And I am.'

White House Seeks to Aid Organizing

n a far-reaching report hailed by GCC/IBT leaders as further proof that the Biden administration is a "reliable and powerful" pro-labor partner, the White House recommended a wide range of initiatives intended to protect workers and expand union membership.

"The Biden-Harris administration believes that increasing worker organizing and empowerment is critical to growing the middle class, building an economy that puts workers first, and strengthening our democracy," the Task Force on Worker Organizing and Empowerment said.

Led by Vice-President Kamala Harris, the task force issued nearly 70 "significant proposals and initiatives" using "the existing authorities of the executive branch to empower workers and to remove longstanding barriers to organizing."

Labor Secretary Marty Walsh, who serves as vicechair of the task force, said the administration team was dedicated to carrying out President Joe Biden's strong, pro-union agenda.

"The report's recommendations put the federal government's policy of encouraging worker organizing

WHITE HOUSE

Task Force on

ORGANIZING AND

and collective bargaining front and center and empowers workers to build a stronger economy and better quality of life for them and their families," Walsh said.

Similar themes were sounded by Walsh – a former mayor of Boston – at a recent meeting with labor leaders in Warwick, Rhode Island, attended by Steve Sullivan, president of GCC/ IBT Local 3-N, Boston.

"Walsh emphasized President Biden's agenda," said Sullivan, who knows Walsh and spoke with the secretary personally at the event. "He called attention to the country's strong

comeback in job creation, stressed the importance of buying 'Made in America' goods and signaled support for apprentice training for the next generation of workers."

Hailing White House initiatives was GCC/IBT President Kurt Freeman who expressed appreciation for Biden's "unyielding support" for the union movement.

"President Biden comes from a working-class background and is proud of it," Freeman said. "He has been a loyal ally of unions throughout a long political career and proven his dedication to our cause from the moment he was inaugurated. This report is more proof that he is a great ally."

A priority, the task force said, was to "promote broader labor-management engagement," and "leverage" federal purchasing power to "support workers who are organizing and pro-worker employers."

The report emphasizes the importance of legislation like the Protect the Right to Organize Act (PRO) to reversing "decades of erosion" in union rights and puts Biden and Harris on record as "strongly" supporting its passage.

"Workers face increasing barriers to organizing and bargaining collectively with their employers, and in



Steve Sullivan, president of Local 3-N, Boston, right, met with Labor Secretary Marty Walsh, the city's former mayor, at a labor conference in Rhode Island. Walsh hailed the Biden administration's job creation record, Sullivan said, and stressed the importance of buying goods 'Made in America.'

2021, only 10.3 percent of the workforce was represented by a union, down from more than 30 percent in the 1950s," the report said. "Yet, nearly 60 million American workers say they would join a union if given the chance."

In the federal workforce, alone, more than 300,000 employees are eligible for union membership but not covered by union contracts, the task force said. "The federal government should be a model employer that facilitates its own employees joining or organizing a union, if that is what employees

choose to do."

By any measure, experts said, the task force report stands as an unusually strong signal from an American president that he unequivocally endorses the goals of organized labor and is intent to keep the focus of his party on working class issues.

"Like the rest of the Biden administration, this report shows nearly unprecedented attention to the demands of organized labor in the recent Democratic Party," Erik Loomis, a labor historian at the University of Rhode Island, told the Washington Post.

From the outset, analysts said, Biden has sought to reverse the setbacks labor suffered during the presidency of Donald Trump, who campaigned in 2016 as a protector of the American worker but, once elected, favored big business, endorsed a national right-to-work law, nominated anti-labor conservatives to the U.S. Supreme Court and saddled the National Labor Relations Board with hardline officials.

Biden "moved quickly to oust Trump appointees viewed as unsympathetic to labor and to undo Trumpera rules that weakened protections for workers, and

signed legislation that secured tens of billions of dollars to stabilize union pension plans," the New York Times said in a story about the task force report.

And in a more recent pro-labor initiative, Biden signed an executive order requiring federal contractors on jobs of \$35 million or more sign Project Labor Agreements (PLAs) with unions setting wages and workplace standards. "I promised you you'd have a union president. And I am," Biden said in remarks before members of Ironworkers Local 5 in Maryland.

Freeman said the "impressive" White House organizing task force initiative represented a welcome change from the Trump years when the then-president enjoyed posing for photo ops with union leaders but largely ignored the agenda of organized labor.

"No phony stuff from Joe Biden," Freeman said. "The President is a reliable and powerful friend who believes unions built the American middle class and says so every chance he gets."

The Teamsters also viewed the task force report as a sign of Biden's allegiance to union principles.

"For decades, the labor movement has sought a political partner who would stand with the nation's workers in their fight for respect and dignity on the job," an IBT statement said. "A new report released today confirms unions have found one, and his name is Joe Biden."

Detailed and precise, the 44-page report "shows the Biden administration is serious when it comes to easing efforts to allow hardworking Americans join together and negotiate for better wages, working conditions and benefits," the Teamsters said. "It recognizes that increasing worker organizing and empowerment is critical to growing the middle class, building an economy that puts workers first, and strengthening our democracy."

Among the report's recommendations:

- Remove obstacles to organizing federal employeesRequire federal contractors to allow union access to
- their workers
- Improve reporting on union busting activity
- Promote the right to organize through websites, programs and education
- Reinstate a tax deduction for union dues
- Ensure swift and forceful enforcement of laws protecting workers against retaliation for engaging in organizing activity
- Prevent worker misclassification as independent contractors
- Prioritize American-made goods in federal spending

Biden has called upon all government agencies to help achieve the report's objectives.

"The Task Force will be a historic effort to put the federal government's policy of encouraging worker organizing and collective bargaining into action," a White House statement said.

O'Brien and GCC: 'A Perfect Match'

By Fred Bruning Graphic Communicator

ean O'Brien, inaugurated last month as IBT general president after a convincing victory in fall voting, says he will work closely with the GCC/IBT as he pursues an aggressive, members-first agenda that GCC leaders said "perfectly" matches their own priorities.

"I know it takes hard work and commitment to succeed but, most important, it takes an active and involved membership," O'Brien said, directly addressing the GCC in his first "Outlook" column on Page 2 of this edition. "That's why I look forward to working with GCC members and leaders so we can best serve your interests."

GCC/IBT President Kurt Freeman said O'Brien's emphasis on expanding union membership reflected the "Organize for a Stronger

Tomorrow" theme of the GCC's 2021 convention. Freeman said he welcomed the opportunity to join forces with O'Brien and "organize new workers and grow the GCC."

During the presidential campaign, O'Brien and running mate Fred Zuckerman, who now serves as IBT general secretary-treasurer, pledged a fearless approach to organizing, no-nonsense dealings with big business and an activist approach that solidifies the IBT's place among the elite of North American labor unions.

"Employers and politicians are on notice – the Teamsters union is back," O'Brien said in a thank-you to voters after winning the mail-in election by approximately two-thirds of ballots cast. "From this day forward, we are a new, bigger and stronger Teamsters union."

The broad victory of O'Brien, a fourth-generation Teamsters and former president of IBT Local 25, Boston, and Zuckerman, president of Local 89, Louisville, on the "OZ-Teamsters United" ticket served as a rebuke of James P. Hoffa, the daunting labor figure who had served as IBT general president for more than two decades.

O'Brien, once a Hoffa ally, criticized IBT leadership as failing to adequately stress organizing and take bold steps to reverse the slide in membership organized labor has suffered for decades.

He took particular aim at what he called the Hoffa administration's inadequate approach to unionizing Amazon and vowed to make the online merchandising giant a top organizing priority.



Focus initially would be on thousands of Amazon warehouse workers, O'Brien told the publication Bloomberg Law, and new organizing techniques would be necessary.

"We're going to definitely have to start with the warehouse," O'Brien told Bloomberg. "It's not going to be a traditional organizing drive where you stand outside the gates and hand out cards that say 'join the union.""

O'Brien said Amazon organizing would rely heavily on unionized workers – in this case Teamster members from United Parcel Service and the shipping firm, DHL – outlining the advantages of union membership to Amazon employees.

Beyond Amazon, O'Brien has turned his attention to the so-called "gig" economy – contract workers and freelance service providers.

In an interview with Boston public radio station WGBH, O'Brien said contract workers should have legal protections and urged legislative reform that would ease organization.

"We've got to change the laws, we've got to influence these politicians," he said. "It's not just Amazon...it's the gig economy. We've got to change these laws to make certain that we are being able to organize these industries."

O'Brien's mention of the freelance sector coincides with a recent GCC/IBT move to support efforts aimed at organizing contract workers. Last year, the union signed a service agreement with the National Writers Union, a labor organization protecting the rights of freelance journalists, authors, technical writers, screenwriters and others.

Recently, GCC representatives attended a press conference in Albany, N.Y., the state capital, where lawmakers outlined details of proposed freelance legislation.

The overlapping interests of O'Brien and the GCC/IBT suggests a close and productive working relationship, said Steve Nobles, GCC/ IBT secretary-treasurer/vice president.

"I am confident that the GCC shares the same objectives and goals General President O'Brien is bringing the IBT," Nobles said. "The GCC will look forward to growing the membership through an aggressive organizing plan and work with General President O'Brien to effectuate our common goals to benefit the

whole membership."

Those who know O'Brien say he is an energetic and hard-charging individual not easily intimidated at the bargaining table or on the picket line – and who believes union "militancy" is essential to success.

"Sean will certainly bring a very high level of authenticity to the role of top-ranking Teamster leader," said Steve Sullivan, president of Local 3-N, Boston. "It's no secret that taking on employers will be at the forefront of the 'OZ' agenda. Members will see straight-forward leadership and accountability from Teamster General President Sean O'Brien and he will make it a priority for all who serve around him."

George Tedeschi, GCC/IBT president emeritus worked with O'Brien for years when they served as IBT international vice presidents and on the union's general executive board. "Sean has demonstrated his commitment to being a hard worker and strong, aggressive leader," Tedeschi said. "I am sure he will support the GCC goals and membership."

In his "Outlook" column for the Communicator, O'Brien underlined his interest in the GCC/IBT and its members.

"I commit to you that my administration will work on your behalf 24/7," he told GCC members. "No one will outsmart, outwork or outfight us."

O'Brien said he would work hard and expected the GCC and IBT rank-and-file to do nothing less.

"We need to promote Teamster values wherever we go," he said. "Our survival depends on it."

The decree was imposed after settlement of a 1988 government

racketeering lawsuit claiming ties of some IBT figures to organized

gains during his tenure. "Wages, health care and retirement security

pushed hard for reform of overseas trade agreements like the

North American Free Trade Agreement that put workers at a

disadvantage. Union pressure led to NAFTA being scuttled in favor

of a pact that addressed "the concerns of everyday people," Hoffa

in 2020 brought dividends almost immediately, Hoffa said. Biden

and Democrats strengthened pension guarantees that protected

Rallying union support for Joe Biden and "pro-labor" Democrats

Hoffa said the union's 1.4 million members had made significant

On the national front, Hoffa noted that the Teamsters had

Hoffa says Serving IBT 'Been an Honor'

losing out a 23-year career as IBT leader, James P. Hoffa said he would be "forever grateful" for the chance to serve Teamster members and recalled gains in the areas of pension reform, financial stability and national politics that have fortified the union and prepared it for future success.

"...we took the bull by the horns and enacted changes that rebuilt our union and are leaving it in a much stronger position than when we got here," Hoffa said in a column for the Detroit News, his hometown paper.

Among his most significant accomplishments, Hoffa said, was opening the way for other "established" labor organizations to join ranks with Teamsters – a move, he said, that "grew union power."

In that regard, Hoffa called attention specifically to the merger of the Teamsters and Graphic Communications International Union to form the GCC/IBT in 2005.

George Tedeschi, then GCIU president, worked closely with Hoffa on crafting an arrangement that allowed GCIU members the benefits of Teamster membership while guaranteeing autonomy.

"It was the right move at the right time," said Tedeschi, now GCC/IBT president emeritus. "Working with Jim Hoffa was a pleasure – he was honest and direct – and the arrangement we made proved a great benefit to members of both unions as we knew it would."

Elected IBT general president in 1998, Hoffa said his policy initiatives had replenished the union's "empty financial coffers," boosted a depleted strike fund and ended a 1989 government consent decree by showing "the world the union had its house in order."



Hoffa: 'We rebuilt union and made it stronger.'

have long-lasting benefits," Hoffa said.

crime.

said

Hoffa, 80, said it had been an "honor" to lead the Teamsters for more than two decades and "follow in my father's footsteps" – a reference to James R. Hoffa, who served in the top IBT office from 1957-71.

has improved across the board," he said.

Leadership of the Teamsters now is the responsibility of Sean O'Brien, former president of Local 25, Boston, elected last fall and inaugurated IBT general president in March.

"I am confident this union is on solid ground as it starts its next chapter." Hoffa said at the end of his farewell remarks. "So now and forever, stay Teamster Strong."

Editorial

Organized Labor is Facing One Dickens of a Dilemma

Charles Dickens would have made a terrific labor reporter.

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness," Dickens wrote in, "A Tale of Two Cities." "...it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us..."

Set in London and Paris before the French Revolution, Dickens' 1859 novel was about social upheaval, not union organizing, but he captured a moment much like the one facing the labor movement labor now.

Union leaders are contending with contrary forces – public approval up, membership numbers down.

"So, 2021 was a banner year for American workers, right?" says Harold Meyerson in a piece for The American Prospect magazine. "Wages rising, unemployment low, the revival of the strike, unions' approval rating at its highest level (68 percent) in 50 years, and the most pro-labor administration in American history—things looking up, no?"

Then Meyerson, who has an op-ed on this page dealing with related matters, answers himself: "No. Not by a long shot."

A longtime observer of workplace issues, Meyerson says the decline of organized labor – most dramatically in the private sector – is the result of inadequate legal protections that encourage coercive action by employers.

The National Labor Relations Act of 1935 provided guarantees that Meyerson says have been eroded over the years by the 1947 Taft-Hartley Act limiting union activities, a number of anti-labor court decisions and the regrettable failure of Congress to repair the damage.

No surprise, then, Meyerson says, that workers interested in organizing are exposed to "existential risks—most particularly, to being fired if they raise a peep about forming a union."

This is no news to union organizers.

Threatened by bosses, many workers are easily frightened. Employees are bound to be wary if told the union will put jobs in jeopardy. Few working people can afford to lose even a single week's paycheck let alone face unemployment.

The task of the organizer is to reassure workers and explain – in the most direct terms – why union safeguards are worth bucking management.

It's not an easy job but "organize, organize, organize" remains the most trusted strategy of the labor movement. There is no viable second best – and the GCC/IBT knows it.

Commenting on the fight to reverse declining membership numbers, GCC/IBT President Kurt Freeman said in his Page 2 "Where I Stand" commentary: "We are determined to break the bad news cycle."

Incoming IBT general president Sean O'Brien also has made clear organizing – ambitious and aggressive – will be a top priority. No less a target than Amazon is in O'Brien's sights. "We know those workers at Amazon deserve the best and there is an appetite to organize," he told WGBH, a public radio station in Boston.

Beyond organized labor, the United States is in a time of reckoning.

Right-wing forces and obstructionist elected officials – from state houses to Capitol Hill – seek to dominate the discussion. There is a powerful impulse to turn back the clock, halt social progress and retrieve some sort of nostalgic, 1950s status quo.

Part of that effort is aimed at organized labor. On the script of every right-wing politician is a line about limiting union power. Republicans twice in recent years introduced national right-to-work legislation – an outrageous attempt to stamp the life out of the union movement.

Despite the attacks, we have prevailed and look ahead with confidence.

For the labor movement, these may be the best of times. We should take full advantage – build our ranks, assert our influence, improve the lives of working people and, with a nod toward Dickens, make this a long-awaited spring of hope.



Point of View BY HAROLD MEYERSON

Unfair to Misclassify Workers

The National Labor Relations Board (NLRB) is reconsidering the concept of who is really an independent contractor, and who is really an employee whose employer had misclassified him or her as a way of reducing wages and withholding benefits.

The board invited briefs from interested parties as to whether the Trump-dominated NLRB's ruling, which effectively limited the definition of "employee," should be rejected in favor of an earlier, more realistic standard.

But a more fundamental challenge to the misclassification of American workers also could be ahead.

In a memo sent earlier last year to attorneys in the NLRB's regional offices, the Board's general counsel, Jennifer Abruzzo, asked them to submit cases to her that raised the question of whether the very act of misclassifying workers as independent contractors was itself a violation of the National Labor Relations Act—an unfair labor practice by virtue of denying workers the right to collective bargaining and a voice on the job.

Should Abruzzo find that to be the case, and the now Biden-dominated board uphold her ruling, the implications for American workers could be profound.

Today, when courts rule that a worker has been misclassified (as a series of rulings in California have), they can label the employer's conduct a violation of state wage and hour laws and order the employer to compensate the litigant for lost pay and damages. They cannot, however, make the employer stop misclassifying workers.

Even when employers have been compelled to pay out millions of dollars in such settlements, they haven't stopped misclassifying.

"We win everything in court," says Julie Gutman Dickinson, who has won every suit she's filed on behalf of misclassified truckers at the Ports of Los Angeles and Long Beach. "But misclassification is still the standard practice" in the port trucking industry—not to mention at such mega-companies as Uber, Lyft, and FedEx.

An NLRB ruling that misclassification violates the NLRA, however, could do what



court rulings up to now have not by compelling management to turn their independent contract workers into employees.

The implications for our gig-ified economy could be huge, as could the implications for our gridlocked supply chain.

Today, of the roughly 12,000 truck drivers who transport goods to warehouses from the Ports of Los Angeles and Long Beach, the site of around 40 percent of all seaborne imports in the U.S., nearly all are independent contractors, who sit unpaid in hours-long lines until they get their containers, who must pay for all their own expenses, and whose average yearly income, when those expenses are taken into account, is roughly \$28,000, according to a study from the UC Berkeley Labor Center.

When word goes out, as it does on many days, that the wait for containers is many hours long, many of the truckers just don't show up. And the supply chain creaks even more slowly.

At the national level, labor law hasn't been fundamentally altered since the 1947 enactment of the Taft-Hartley statutes. Today's NLRB shows heartening signs that it might just update the law's interpretation so it catches up with at least some of the changes the economy has seen over the past 75 years.

Harold Meyerson is editor at large at The American Prospect magazine and contributing writer to the Opinion section of the Los Angeles Times. His work has appeared widely in newspapers and magazines, including The New Yorker, The Atlantic and The New Republic. This piece first appeared on The American Prospect website, prospect.org, and is reprinted with permission of the author.

Bottom Line Personal Finance By JERRY MORGAN Edgy and Unsettled Times

For the first time in 41 years, inflation awoke and raised its ugly – and expensive – head.

Inflation rose 7.9 percent in February and supermarket shoppers found groceries prices had spiked – up more than 10 percent than the year before.

This is what happens when supply falls short of demand – and when a pandemic cuts off the stream of goods as consumer appetite surges.

Stuck at home because of public health concerns, a little flush with government stimulus money and extra unemployment pay, Americans spent hours shopping on the Internet.

Basic consumer economics took over – exasperating but inevitable. After the Great Toilet Paper Panic of 2020, people started ordering basic goods online. Supplies quickly ran short and prices shot skyward.

Amazon stock took off, rising from \$1,626.03 on March 3, 2020 to \$3,773.08 on July 13, 2021. It has since settled back to the volatile \$3,000 range but Amazon's good fortune was a reminder that even in tough times there are winners and losers.

Many of the biggest companies and richest Americans – like Amazon founder Jeff Bezos – enjoyed windfalls. "Corporate profits have been skyrocketing since the start of the pandemic, and margins keep getting fatter," said the online business publication Insider.

Price increases weren't limited to the grocery store. Thousands left homes in cities for what seemed

the socially-distant safety of the suburbs. Housing prices soared as eager buyers engaged in bidding wars. Consumers paid extraordinary prices for used cars and some new models were scarce because manufacturers



had trouble finding computer chips demanded by modern automotive systems.

And what has been called the Great Resignation began, with millions leaving jobs for better opportunities or just waiting for something better to come along. Wages rose. Prices followed.

To break the cycle, the Federal Reserve Board is expected to raise interest rates over the coming months in hopes of slowing the inflationary spiral. Get ready to pay more on your credit card balance, and for mortgages and other big-ticket purchases.

Making the economic picture more unsettled was Russia's invasion of Ukraine. Global outrage brought a wide range of sanctions intended to punish President Vladimir Putin and his billionaire pals – and rock the Russian economy.

The move was certain to have widespread fallout. Russia is a major exporter of oil, gas and agricultural staples like wheat and corn. If commodities can't get to market, prices are sure to be pushed higher.

Economic predictions are always risky. In such an unsettled world, no one can say for sure if consumer costs will continue to rise or stabilize. The rest of the year could be a rough ride. The best advice is to remain calm, try not to complain – and buckle up.

Jerry Morgan is a former Newsday business writer and member of Local 406-C.

Guest Spot BY STEPHEN SULLIVAN Cheers for Two of Boston's Best

My city of Boston has been experiencing some hometown pride with the appointment of Marty Walsh as U.S. Labor Secretary and the recent election of Sean O'Brien as general president of the International Brotherhood of Teamsters.

Both Boston-area natives have working-class roots and rose to prominence from a place where UNION is more than a way of life. It's in your blood.

Frankly, I never understood hometown pride in professional sports – why people held pro athletes in such esteem and how these athletes became associated with a city.

Most athletes aren't from the town they play for, would leave for an extra nickel and, aside from entertainment, do very little to impact your life. We spend time and money waiting on the stadium ticket line but when was the last time you saw Tom Brady or Lebron James on a union picket line?

The success of Walsh and O'Brien is different. These are local guys who stuck around, gave back to the community bigtime and – I am confident – will show the same selflessness and commitment as national leaders. In Boston – a passionate union town – we're immensely proud of both.

Secretary Walsh has an agenda to level the playing field for working families and roll back decades of anti-worker rules.

General President O'Brien is determined to hold corporate giants accountable by strengthening and growing the IBT with aggressive organizing – watch out Amazon! – and a members-first philosophy. There are very strong union cities all over the map but Boston is different than most.

In Boston, there was no dreaming beyond joining the Teamsters, laborers or electricians because joining the union was the dream. If you were lucky



enough to get in you were taught to be accountable, look out for your brother and sister, to participate and to never forget where you came from.

Secretary Walsh and General President O'Brien grew up in homes where those values ran deep. The bond to your union was as strong as faithfulness to your family. As kids, Walsh and O'Brien were taught the high ideals of unionism and the importance of dedicated leadership

So with all due respect to stars like Tom Brady – who gave the New England area six awesome Super Bowl wins – we're rooting even harder for hometowners Walsh and O'Brien.

There is more than a game on the line. Your right to organize, workplace safety, retirement benefits – your economic future – are all on labor's field of play. Each victory that can be achieved will be won for working people around the country.

Stephen Sullivan is president/principal officer of GCC/IBT Local 3-N, Boston

All the Best

Print Chasing History Carl Bernstein

Carl Bernstein's father, Alfred, was an organizer for the United Federal Workers/ United Public Workers in Washington, D.C. and his mother, Sylvia, a devoted civil rights



and his mother, Sylva, a devoted civil rights advocate. Family values guided their son toward journalism, a field where the practitioner had a chance to "comfort the afflicted and afflict the comfortable," as the famous saying goes. Bernstein, launched into fame with Washington Post colleague Bob Woodward for investigating the Nixonera Watergate scandal, has done more than his share of protecting the vulnerable and pursuing the powerful. His recollections of a stellar career in this straight-forward and unsentimental book testify to the priceless value of First Amendment freedoms and need to protect an unfettered press from rogue forces – sometimes in the highest places – seeking to sabotage free expression for their own dubious purposes. *Henry Holt & Co.*, \$29.99

Music Strictly a One-Eyed Jack

John Mellencamp At 70, blue-collar balladeer John



Mellencamp continues telling the story of everyday people and their struggles – how ordinary folks too often are dealt cards "from the bottom of the deck" and how easy it is to fall into despair. But, "Strictly a One-Eyed Jack," the 25th album of a performer who for a time adopted "Cougar" as a middle name, is no statement of surrender. With songs that ring of age and wisdom, Mellencamp takes stock of a weary world – and himself – and leaves no doubt that he's hanging tough and keeping hope alive. On a simple and uplifting tune called "Chasing Rainbows," Mellencamp says our deepest yearnings may be realized not with a pot of gold but acts of kindness. "At the end of the rainbow, turns out it's not somewhere," he sings, voice gravelly from years of profligate cigarette smoking. "Look around, it's everywhere for anyone who cares." *Republic Records*, \$13.99

Video/Streaming Belfast

Kenneth Branagh, director

Shot appropriately in black and white, this restrained and eloquent film recalls life in a working-class Belfast neighborhood when sectarian violence – known as the "troubles" – could make even walking to the corner a dangerous venture.



The story – based on the real-life experiences of director Kenneth Branagh – unfolds in 1969 from the point of view of a 9-year-old boy whose innocence stands out against the turmoil of the times. Despite the backdrop of strife and unrest, "Belfast" is a quiet film that reminds us that truth, after all, may not be captured in black and white but lies somewhere between. *Streaming rental on Prime Video*, \$19.99

Internet

Wordle This ingenious five-letter word game invented by Brooklyn-based programmer Josh Wardle is fabulously popular – so hot it was bought recently by the New York Times for what a story in the paper said was "the low



seven figures." Wordle looks easy (but sometimes isn't) and proves addictive – good, clean, socially-distant fun suited to the pandemic. By process of elimination, players get six tries to select the correct letters and discard the irrelevant. It takes some concentration but perseverance pays off. (You got "perky" in four guesses? Nice work!) Wardle designed the game as a freebie and the Times says there will be no charge – for now. Get started before they change their mind. *https://www.nytimes.com/games/ wordle/index.html or Google: New York Times Wordle*

Good News, Slow Progress

continued from PAGE 1

Despite ample signs of a resurgent labor movement, one dismal fact remains: Union membership, falling for decades, continues to head in the wrong direction.

A recent analysis by The American Prospect magazine laid out the stark statistics.

Total of unionized American workers – public and private sectors combined – slipped to 10.3 percent in 2022 "tying the all-time low," the publication reported, with private sector affiliation particularly alarming at 6.1 percent.

Experts point to a number of reasons for what appears to be a contradiction – support for unions and declining numbers in the rank-and-file.

Enthusiasm for the labor movement generally does not easily translate into organizing success, they note. There are fewer potential union members because many blue-collar workers stepped to the sidelines during covid. With lots of money and political clout, employers still often have the upper hand. Right-to-work laws – now in 28 states – undercut unions.

Legislative reform is needed to streamline organizing – why the PRO Act is so vital. Additionally, labor leaders say, members must do a better job of selling unionism.

"I urge you to talk to coworkers and educate them on the importance of building a strong union movement," said IBT General President Sean O'Brien in a Page 2 column for the Communicator. "We need to promote Teamster values wherever we go. Our survival depends on it."

Those are stark words but many agree there is an urgent need to seize this moment.

"Everyone romanticizes the idea of unions but they don't want to do the work," said Alejandro Guzman, hired last year as the GCC/IBT's fulltime conference organizer. "People will go to a rally but nothing more."

Guzman said that employers have "controlled the narrative" for too long and that union leaders, members and organizers – including himself – must adopt the sort of take-charge attitude endorsed by O'Brien.

"The GCC is as ambitious as I am," he said. "I have to lead by example."

Countering the fear and reluctance of workers during a unionization drive is among the most daunting challenges facing organizers, leaders agree.

"While most workers recognize the immense benefits that unions bring, this eagerness for unionization is counterbalanced by their concern that they will be pitted against each other and management," said GCC/IBT general counsel Peter Leff.

Bosses understand the dynamics of a union drive and are quick to exploit – and increase – the uncertainty that grips many workers, Leff said.

"Management is well aware of how workers react which is why employers' initial response in virtually every union campaign is to try to pit worker against worker," he said. Situations can become tense, and uncomfortable.

"Employers hope that the resultant negativity convinces workers that the unionization effort is simply not worth it," Leff said. "Unfortunately, such tactics have had success which is why employers repeatedly go back to them at the first whiff of a union campaign."

Some long-time union movement observers say the first barrier to widespread boom in organizing is the very law that is the bedrock of worker rights – the 1935 National Labor Relations Act.

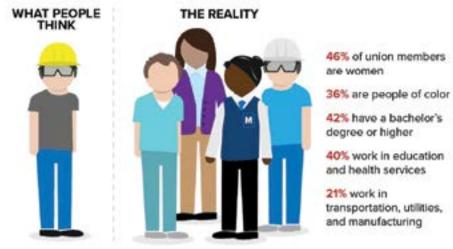
"Where once the [act]ensured workers' right to form unions and bargain collectively, the steady weakening of that law by court decisions, the 1947 Taft-Hartley Act, and decades of congressional inaction to bolster it have poked so many holes in that law that now, far from ensuring workers' rights, it exposes workers seeking a union to existential risks – most particularly, to being fired if they raise a peep about forming a union," said Harold Meyerson in The American Prospect magazine, where he is editor at large.

Meyerson said that even companies that portray themselves as socially enlightened are apt to fiercely oppose unionization.

"...when it comes to the behavior of "socially conscious" companies, Meyerson said. "it's hard to find any private-sector management that will countenance the partial sharing of power with its workers that unions bring."

Meyerson recalled that Howard Schultz, who led Starbucks for years and recently took over again as interim CEO, resisted organizing drives joining a "long string of 'liberal' capitalists who don't believe their employees can be entrusted" with even a small amount of power.

Who are today's union members?



Complicating the task organizers is the exodus of millions of blue-collar workers from the job market during the pandemic because of layoffs or, in many instances, the desire for better employment – a development that became known as the Great Resignation.

"While union membership continues to offer vital protections for certain workers, the data make clear that this pool of workers is shrinking and some are disproportionately being left behind," said Robert Bruno, director of the Project for Middle Class Renewal at the University of Illinois at Urbana-Champaign, according to One Illinois, an online news outlet.

GCC/IBT conference representative Chris Hancock said contraction in the job market is obvious. "Employers continue to do more work with less people," Hancock said.

Labor leaders acknowledge that unions have so far not been able to capitalize broadly on the string of good news stories. But officials say they are redoubling their efforts and expect soon to see results.

"There are things happening now that we have not really seen in the labor movement in generations," said Cedric de Leon, director of the labor center at the University of Massachusetts, Amherst, told National Public Radio. "I really believe that we're on the verge of another upsurge."

That sort of enthusiasm prevails at the GCC/IBT.

President Kurt Freeman said the union has invested heavily in organizing by bringing Guzman aboard, providing substantial financial assistance to local unionizing efforts and conducting several virtual training sessions during the covid crisis. There has been a significant "increase in activity," Freeman said.

The upbeat and resolute approach of Sean O'Brien, who last fall was elected IBT general president and promptly vowed to organize the merchandising giant Amazon, also is generating excitement and sense of purpose, said GCC/IBT Secretary-Treasurer/Vice President Steve Nobles.

'We will look forward to growing the membership through an aggressive organizing plan and work with General President O'Brien to effectuate our common goals to benefit the whole membership.' – Steve Nobles, GCC/IBT secretary-treasurer/vice president

In its report, the White House task force on worker organizing says there remains a worrisome "gap between the percentage of workers who want a union and the percentage of workers who have a union."

Bridging that gap – bringing thousands of new members into the union movement – is the primary challenge of this generation of labor leaders. The opportunity, they know, may not soon come again. As O'Brien said in remarks to GCC/IBT members: "Failure is not an option."

'We will look forward to growing
 the membership through an aggressive
 organizing plan and work with General
 President O'Brien to effectuate our common
 goals to benefit the whole membership.'
 Steve Nobles, GCC/IBT secretary-treasurer/vice president



'Whether they are employees or freelancers, all workers deserve to be paid on time and enjoy the protections of state and federal labor law.' - Kurt Freeman, president

GCC/IBT

At an Albany, New York, press conference, Mike Stafford, president of Local 503-M, Rochester, voiced GCC/IBT support for a proposed state bill aimed at protecting workers in the freelance, or "gig" economy, from exploitation. Also attending was Dave Bartlett, business agent of Local 1-L, New York, who said 'waiting months to be paid or never getting paid is wage theft. New York needs to pass the "Freelance Isn't Free" bill. PHOTO BY DAVE BARTLETT/LOCAL 1-L

GCC Backs Call to Pass Freelancer Bill

acked by the GCC/IBT and its partners in the National Writers Union, legislation introduced by two Democratic state lawmakers would protect freelance workers in New York from exploitation by allowing them to file civil complaints against employers who withhold pay and seek criminal charges if compensation still is refused.

The "Freelance Isn't Free" bill, sponsored by State Senator Andrew Gounardes, of Brooklyn, and Assembly member Harry Bronson, whose district includes Rochester, is aimed at providing recourse for workers in the "gig" economy where unfair treatment is common.

"Freelance and contract workers play an essential role in our economy, and it's far past time we make sure their rights as workers are fully protected statewide," said Gounardes, according to the online publication Gotham Gazette.

In 2017, New York City passed a freelance protection law that demands workers be provided a written contract, timely payment and protection from retaliation when seeking relief. The state law proposed by Gounardes and Bronson would incorporate those safeguards but put unresponsive employers at risk of criminal sanction.

GCC/IBT support of the legislation follows signing of a service agreement last year with the National Writers Union, a labor organization protecting the rights of freelance journalists, authors, technical writers, screenwriters and others. It was the first arrangement of its kind for the GCC.

Kurt Freeman, GCC/IBT president, said the proposed freelance law presented an opportunity to demonstrate solidarity with the NWU and its members.

The GCC/IBT stands with the National Writers Union in supporting passage of the 'Freelance Isn't Free' law in New York State," Freeman said. "Whether they are employees or freelancers, all workers deserve to be paid on time and enjoy the protections of state and federal labor law."

GCC officials - Dave Bartlett, business agent of Local 1-L, New York, and Mike Stafford, president of Local 503-M, Rochester - attended a press conference in Albany, the state capital, where lawmakers outlined details of the proposed freelance legislation and urged quick passage.

"When a person goes to work they expect to be paid for their services," Bartlett said. "Waiting months to be paid or never getting paid is wage theft. Freelance writers need legislation in New York to cover them under a contract to be protected from such atrocities. New York needs to pass the 'Freelance Isn't Free' bill."

Incoming IBT general president Sean O'Brien also has expressed interest in the "gig" economy. Speaking to Boston public radio station WGBH in December, O'Brien, who has made organizing Amazon a priority, endorsed legal protections for contract workers.

"We've got to change the laws, we've got to influence these politicians," he said. "It's not just Amazon, it's the Ubers and the Lyfts, it's the gig economy. We've got to change these laws to make certain that we are being able to organize these industries."

Larry Goldbetter, president of NWU, Local 1981, said the practice of stiffing freelance workers had become a "business model" for unscrupulous employers and that the proposed legislation would provide essential guarantees.

"Passing the 'Freelance Isn't Free' law in New York State will be a giant step in making this model illegal and bringing independent contractors the protections of labor law they so deserve," Goldbetter said, according to Shorefront News, a Brooklyn-based online newspaper.

With the state led by Kathy Hochul, a Democratic governor, and Democrats in control of the legislature, chances for passage are good, Assembly member Bronson told the Gotham Gazette.

"It's a common sense approach to end the economic discrimination faced by freelancers and, through this legislation, we're truly recognizing their value and contributions to our economy," Bronson said.

The New York City freelance law has met with success.

According to the Gazette, authorities received more than 2,000 complaints through 2021 and helped workers recover \$2.14 million in payments.

'Freedom Convoy' Brought IBT Rebuke

s truckers in a so-called "Freedom Convoy" blocked bridges and paralyzed streets in the Canadian capital of Ottawa, the IBT made its position clear: Stop.

James Hoffa, who retired in March after 23 years as IBT general president, said the mid-winter protest - initially aimed at Canada's strict covid safety regulations threatened international commerce, "hurt workers" and could "derail" economic progress achieved by the Biden administration.

Also condemning the convoy was Teamsters Canada President François Laporte, an international IBT vice president, who said 90 percent of Teamster Canada's long haul truckers were vaccinated. "The real enemy for truckers is covid-19," said the headline over a statement by Laporte.

Canadian authorities hesitated at first but in February dispersed truckers objecting to a requirement that they be vaccinated before entering the country or quarantine if tests showed they were infected with the virus.

Beginning in January, truckers halted traffic on the Ambassador Bridge from Detroit to Windsor, Ontario, and caused tie-ups on the Blue Water Bridge from Port Huron, Michigan to Sarnia, Ontario.

"The livelihood of working Americans and Canadians in the automotive, agricultural, and manufacturing sectors is threatened by this blockade," Hoffa said in a statement denouncing the convoy. Many Teamster members "were prevented from doing their jobs," he added.

In Ottawa, truckers and other protesters blocked streets around Parliament Hill - the seat of Canadian government - and blasted horns at all hours. Some downtown shops closed forcing employees to stay home.

Though the vaccination protocol was cited as reason for the protest, it soon became clear that extremist elements in the United States and Canada were lending support and using the



In January, truckers angry at Canada's covid regulations halted traffic on international bridges and blocked streets outside Parliament in Ottawa. After hesitating at first, authorities ended demonstrations that IBT officials said threatened the livelihood of Canadian and American workers.

crisis to air a variety of anti-government grievances – a "despicable display of hate led by the political right," according to LaPorte.

As protests continued, Hoffa called upon organizers to end the illegal action and "engage in meaningful political discourse" with the Canadian government.

Continuing to interfere with commerce would have serious effects, he said.

"Our economy is growing under the Biden Administration, and this disruption in international trade threatens to derail the gains we have made," Hoffa said.

Leaders Urge Continued Caution Amid Covid Decline

By Dawn Hobbs Special to the Communicator

opeful that the worst of the covid-19 pandemic is over, GCC/ IBT leaders urged members to continue observing safety protocols and following the advice of government and medical authorities.

Union leaders also stressed the need for employers to ensure a safe workplace, especially after the U.S. Supreme Court struck down a Biden administration order demanding companies with 100 or more workers impose mandated vaccines or weekly testing for those who refuse immunizations.

"Things are looking good but we should not let down our guard," said GCC/IBT President Kurt Freeman. "Covid rates vary from place to place. Let's pay attention to local public health experts who can best judge what, if any, danger remains."

Entering its third year, the pandemic has led to nearly 1 million deaths in the United States and more than 6 million globally. Essential workers – many of them in the print and packaging industries – often were at particularly high risk.

The GCC/IBT has endured its share of covid-induced trauma. Though cumulative figures are not available, officials reported the deaths of members and retirees and scores of serious positive cases, some of which forced the temporary shutdown of shops.

However, with infection rates down and the omicron variant subsiding dramatically, the workplace now is a far less tense and worrisome environment, union leaders said.

"For months, we had a lot of people arguing in the shops between pro-vaccine and anti-vaxxers, but a lot of that political bickering is going away because everybody thinks we are just about done with this," said Israel Castro, secretary-treasurer of GCC/IBT District Council 3.

Supreme Court rejection of proposed government mandates – which would have been monitored by the Occupational Health and Safety Administration – also helped quiet debate, according to officials.

"Even the pro-vaccine people were against a government mandate," Castro said. "Most of our folks – including the ones who are vaccinated and boosted and wear masks – did not favor employer mandates from the government because it might lead to a slippery slope where companies could also require other vaccines – like flu shots, and on and on."

Castro said the feeling of relief among members is evident.

"It's much less stressful for everyone," Castro said. "There was a lot of covid fatigue. But with the omicron variant being weaker and people not getting as sick, things seem to be improving. As the weather warms up, there's a sense this is the last of it."

At the same time, he said, companies that initially intended to implement mandatory vaccines and testing have reconsidered, likely due to cost and time required. Any such requirements would have been a subject of negotiations in any case, GCC/IBT leaders have made clear.



"Those policies would have had to be negotiated," Castro said. "But not a single company wants to do testing or mandatory vaccines now although many still have face mask policies in place."

The experience of Castro and District Council 3, which covers the Midwest region, reflects that of GCC/IBT leaders across the country.

"We have companies who request employees wear their masks, but no one has asked to negotiate over mandated vaccines and testing," said Joe Inemer, president of District Council 9.

On the West Coast, Clark Ritchey, secretary-treasurer of District Council 2, reports the same: "From what I'm hearing, everyone is happy the mandates are being lifted. If it's done responsibly, it makes sense. I agree that if it's safe – then let's move forward."

Pat LoPresti, president of GCC/IBT Local 1-L, New York, said he expects pandemic protocol language will be worked into upcoming contracts.

"I'm assuming it's going to come up with a majority of the contracts, if not all of them," said LoPresti, whose local was hard-hit by the coronavirus outbreak.

An estimated 85 percent of the membership in his region have been vaccinated, LoPresti said, but a significant number of individuals contracted the illness and an alarming number of retirees died during the pandemic.

"A sad situation," LoPresti said. "I hope it's over."

SOUVENIR SHOP

SHARE THOSE PRECIOUS REMINDERS OF UNION SOLIDARITY

nion memorabilia - from faded membership cards to vintage posters - recall friendships, a sense of common purpose and stirring moments of hard-won success. The sweatshirt shown here, from the collection of GCC/IBT president emeritus George Tedeschi, is a reminder of a historic 1990 strike at the New York Daily News involving numerous unions and lasting 147 days. Workers walked out when Tribune Company, then owner of the paper, demanded major givebacks from GCIU Local 2-N press operators, paper handlers, platemakers, and independent delivery drivers. Other unions closed ranks in solidarity. Agreement finally was reached in March, 1991, after British press baron Robert Maxwell agreed to buy the paper. There were more tumultuous ead for the News but it survives an irrer York institution. On the back of the shirts - sold to benefit families of striking workers - was a call to rally around U.S. service personnel deployed to the Middle East in a 1990 military buildup known as Operation Desert Shield. The troop movement was followed by Operation Desert Storm, a 1990-91 campaign that drove the occupying forces of Iraqi dictator Saddam Hussein out of Kuwait.

This is the first of an occasional series showcasing union mementos. If you have a high-quality photograph of a favorite item email it to Fred Bruning, managing editor, *bruning@optonline.net*. Thanks for the memories.



Sweatshirt (front and back) recalls historic 1990 strike at the New York Daily News that lasted 147 days and followed a demand for major givebacks from GCIU Local 2-N by Tribune Company.

LOCAL STOPS BY DAWN HOBBS

MENTAL HEALTH: ANOTHER COST OF COVID

Covid-related staff shortages have increased workplace stress and left some union members - weary of working overtime - with mental health issues, GCC/IBT leaders have found. "No one has enough



people working in their shops

anymore," said Kurt Reissenweber, president of District Council 4, Chicago. "And I have guys 50-plus years old who have been working for 30 years calling me practically in tears because of all of the overtime they are having to work and because of how they are being treated," Reissenweber said. "They're seeking help because of the anxiety issues all of this has caused."

Many have even had to file for assistance under the Family and Medical Leave Act, he said.

To help combat these mental health issues, Reissenweber and Israel Castro, secretary-treasurer of District Council 3, Detroit, invited representatives of the National Alliance on Mental Illness (NAMI) to speak at the Midwest Region conference, April 21-23 in Chicago.

Castro also is using the funds generated from last year's William Browning Golf Scramble, held annually in August, to donate to the Detroit branch of NAMI.

"It's time we start looking at mental health issues more seriously," Castro said.

NAMI speakers at the conference, hosted by Local 415-S and Local 458-M, both out of Chicago, are expected to provide information on how to identify mental health issues and provide help for those in need.

"Our members worked all through the pandemic and with business picking up, they have to work more hours," Reissenweber said. "We have people getting threatened that if they don't work more overtime, they'll get put on different shifts."

Overtime pay is good but burnout is a serious issue, Reissenweber said. "The workforce is getting older and many of these guys just can't continue

at their age," he said. "They want to do what's good for the company, but they just can't work all of these hours anymore."

DC 2 GETS READY FOR SERIES OF WEST COAST NEGOTIATIONS

District Council 2 leaders just wrapped up a contract settlement for 107 members at Smurfit Kappa packaging in Southern California and now must prepare for negotiations for more than 2,000 others workers at a number of large West Coast plants.



Members at Smurfit Kappa, in Baldwin Park,

won wage adjustments, shift differentials, and 3 percent pay increases for each year of the three-year contract.

Seniority language also was updated during six days of contract talks and union members received a \$350 bonus upon ratification.

"They kept the same health insurance, a Kaiser HMO, which is very important to the guys," said Clark Ritchey, DC-2 secretary-treasurer. "The committee – comprised of Cesar Aguilar, Luis Sanchez, and Martin Cardenas – did an outstanding job of helping to negotiate the contract and get it ratified."

Now, DC-2 will begin preparing for negotiations throughout spring and summer at International Paper which has 13 plants employing 1,300 GCC/ IBT members, in California, Oregon and Washington.

Talks also are scheduled at two WestRock plants, Graphic Packaging International, and a Package Corporation of America site, among others.

"Our focus will be on health insurance, wages, pensions, and all of the economic items – but it's going to be different than it was four years ago due to inflation and the pandemic," Ritchey said.

Another top priority, Ritchey said, is assurance that companies address pandemic-related staff shortages that put pressure on workers who remained on the job.

"It's imperative for our members – who have been deemed essential workers – and have fought through with some not even taking a day off because of covid the last two years," Ritchey said.

NWU ISSUES URGENT PLEA FOR UN TO AID JOURNALISTS IN UKRAINE

The National Writers Union, which recently established a service agreement with the GCC/IBT, has denounced the Russian invasion of Ukraine and is calling on the United Nations to protect journalists in the war zone.

Larry Goldbetter, president of NWU, Local 1981, said the United Nations Educational, Scientific and Cultural Organization (UNESCO) – which has oversight for the safety of journalists – must take all "possible" steps to assure that reporters can "carry out their mission of informing the public in complete safety."

Joining Goldbetter in voicing support for journalists was GCC/IBT President Kurt Freeman. "Reporters in Russia and Ukraine are risking their lives to bring the public a true picture of the conflict and must be protected," he said.

Russian President Vladimir Putin has mounted a broad deception campaign incorrectly portraying the Ukrainian government as the aggressor and threatening journalists with jail if they offer a contrary view.

Goldbetter, whose group is affiliated with the International Federation of Journalists (IFJ), said the "battle against disinformation...must remain the backbone of journalists' work in both Ukraine and Russia."

Following Russian attacks on cities in Ukraine, the IFJ and its European partners expressed grave concern over the safety of journalists.

"A plan for news gathering in such an environment needs to be implemented," said the IFJ, which represents more than 600,000 media workers in 187 trade unions and associations.

The New York-based Committee to Protect Journalists (CPJ) also says members of the press must be able to cover the war "safely and freely."

CPJ said, specifically, that Russian forces must refrain from targeting journalists, according to its website, but press workers already have come under fire.

Yevhenii Sakun, a camera operator for a Ukrainian outlet, died in a Russian shelling attack, according to CPJ, and in mid-March, Brent Renaud, 50, an award-winning American filmmaker on assignment for Time Studios, was slain by Russian troops in a suburb of Kyiv. Juan Arredondo, a photographer and Columbia University adjunct journalism professor, was injured in the same assault.

Another Russian attack took the lives of a Fox News crew, also near Kyiv. Killed were photojournalist Pierre Zakrzewski, 55, and Oleksandra "Sasha" Kuvshynova, a 24-year-old Ukrainian journalist. Earlier, Fox News reporter Benjamin Hall was seriously injured and hospitalized.

"It is more crucial than ever for journalists to be able to cover Russia's invasion of Ukraine safely and freely," said CPJ official Gulnoza Said. "We call on all parties involved to ensure the safety of journalists before the worst happens again."

BIG CHANGE, SMALL SHOPS

or years, Harry Selnow negotiated contracts for New Jersey shops with 100-plus employees. Not anymore. In a covid-battered economy where downsizing is common, Selnow, secretary-treasurer of the Eastern Conference and president of GCC/IBT Local 612-M, Caldwell, New Jersey, finds himself in a small world.



Most of the big shops actually

started vanishing with developments in technology a few years ago. The

new digital presses require only one operator,

whereas two- to four-man teams operated the older offset presses. However, mom-and-pop operations are still going strong.

In fact, Selnow just wrapped up negotiations at New Wave Web in Paterson, New Jersey. The four-member shop received modest pension and wage increases for their three-year contract.

"I have one 30-man shop left and one at 15 but most are four- or five-person operations and several have only two employees and a couple with only one," Selnow said. "We used to handle larger shops here, but due to the economy and the industry it's changed."

Nonetheless, Selnow provides the same attention he did with the large shops as with the small ones. "We're proud to represent even the smallest operations and to make sure everyone gets the benefits they deserve."

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.

Français/Español

Le nouveau leader de la FIT « est impatient » de travailler avec la CCG

Por Fred Bruning Graphic Communicator

Sean O'Brien, qui a été élu président général de la FIT le mois dernier après avoir remporté d'une manière convaincante l'élection en automne, dit qu'il va collaborer étroitement avec la FIT-CCG tout en menant un programme audacieux qui accorde la priorité aux membres et qui, selon les dirigeants de la CCG, cadre « parfaitement » avec leurs propres priorités.

« Il faut des efforts et une détermination pour réussir, mais surtout des membres actifs et impliqués, a affirmé S. O'Brien qui s'adressait directement à la CCG dans sa première chronique Outlook parue en page 2 de la présente édition. Voilà pourquoi je suis impatient de travailler avec les membres et les dirigeants de la CCG afin de servir au mieux vos intérêts. »

Selon Kurt Freeman, président de la FIT-CCG, l'emphase que S. O'Brien met sur l'augmentation des membres du syndicat reflète le thème « S'organiser pour un avenir plus fort » de la convention 2021 de la CCG. K. Freeman s'est dit ravi à l'idée de joindre ses forces à celles de S. O'Brien, et de « recruter de nouveaux travailleurs et agrandir la CCG ».

Pendant la campagne présidentielle, S. O'Brien et son colistier Fred Zuckerman, qui est à présent secrétaire-trésorier général de la FIT, se sont engagés en faveur d'une approche audacieuse de l'organisation, de négociations censées avec les grandes entreprises et d'une démarche activiste qui consolide la position de la FIT parmi l'élite des syndicats nord-américains. prévenus : le syndicat des Teamsters est de retour », a affirmé S. O'Brien dans un message de remerciement qu'il a adressé aux électeurs après avoir remporté environ l'élection postale par environ les deux tiers des votes exprimés. « À partir d'aujourd'hui, nous sommes un syndicat des Teamsters nouveau, plus grand et plus fort. »

La large victoire de S. O'Brien, un membre de quatrième génération des Teamsters et ancien président de la section locale 25 de Boston, et F. Zuckerman, président de la section locale 89 de Louisville, qui formaient le ticket « OZ-Teamsters United », a fait figure de réprimande à James P. Hoffa, le redoutable syndicaliste qui a été président général de la FIT pendant plus de deux décennies.

S. O'Brien a particulièrement visé ce qu'il a appelé l'approche inadéquate adoptée par l'administration de J. Hoffa pour syndiquer Amazon et il a promis de faire du géant du commerce en ligne une grande priorité du recrutement.

L'accent sera tout d'abord mis sur les milliers de personnes qui travaillent dans les entrepôts d'Amazon, a indiqué S. O'Brien à la publication Bloomberg Law, et il faudra pour cela de nouvelles techniques d'organisation.

« Il ne s'agira pas d'une campagne de recrutement traditionnelle où vous vous tenez à l'extérieur des barrières et distribuez des cartes qui invitent les gens à « se joindre au syndicat », a-t-il expliqué à Bloomberg.

Le recrutement d'Amazon fera largement appel à des travailleurs syndiqués – en l'occurrence les membres des Teamsters qui travaillent pour United Parcel Service et la compagnie d'expédition DHL – pour montrer aux employés d'Amazon les avantages à être syndiqués, comme l'a expliqué S. O'Brien.

Outre Amazon, S. O'Brien a aussi évoqué la soi-disant économie des « plateformes » – les travailleurs contractuels et les fournisseurs de services autonomes.

Dans une entrevue accordée à WGBH, une station de radio publique de Boston, S. O'Brien a affirmé que les contractuels devraient avoir des protections juridiques et il a réclamé une réforme législative « afin que nous soyons capables d'organiser ces industries ».

L'allusion de S. O'Brien aux travailleurs autonomes coïncide avec une démarche récente de la FIT-CCG pour soutenir les efforts visant à recruter les travailleurs contractuels.

L'an dernier, le syndicat a conclu une entente de service avec la National Writers Union, une organisation syndicale qui protège les droits des journalistes, auteurs, rédacteurs techniques, scénaristes et autres.

Le recoupement des intérêts de S. O'Brien et de la FIT-CCG laisse entrevoir une relation de travail étroite et productive, estime Steve Nobles, secrétaire-trésorier et vice-président de la FIT-CCG.

« Je suis convaincu que la CCG partage les mêmes objectifs et buts que le président général O'Brien apporte à la FIT, a dit S. Nobles. La CCG est impatiente de collaborer avec lui pour atteindre nos objectifs communs dans l'intérêt de tous les membres. »

Ceux qui connaissent S. O'Brien disent que c'est une personne énergique

qui fonce et ne se laisse pas facilement intimider à la table de négociation ou sur la ligne de piquetage – et qui croit que le « militantisme » syndical est essentiel pour réussir.

« Sean va apporter à coup sûr un haut degré d'authenticité au rôle du plus haut gradé des Teamsters, a indiqué Steve Sullivan, président de la section locale 3-N de Boston. Ce n'est un secret pour personne que la priorité du programme 'OZ' va consister à s'attaquer aux employeurs. »

George Tedeschi, président émérite de la FIT-CCG, a côtoyé S. O'Brien pendant des années quand ils étaient viceprésidents internationaux de la FIT et membres du conseil exécutif général du syndicat. « Sean a démontré sa volonté de travailler fort et d'être un leader robuste et agressif, a-t-il fait remarquer. « Je suis persuadé qu'il va soutenir les objectifs et les membres de la CCG. »

Dans sa chronique Outlook du Communicator, S. O'Brien a souligné son intérêt pour la FIT-CCG et ses membres.

« Je vous promets que mon administration va travailler pour vous 24 heures sur 24, sept jours sur sept, a-t-il dit aux membres de la CCG. Il n'y a personne qui sera plus malin que nous, qui va nous prendre du travail pour l'externaliser ou nous vaincre. »

S. O'Brien a dit qu'il ne ménagerait pas ses efforts et qu'il s'attendait à ce que les militants de la CCG et de la FIT en fassent autant.

« Nous devons promouvoir les valeurs des Teamsters partout où nous allons. Notre survie en dépend. »

« Les employeurs et les politiciens sont

El nuevo líder de los Teamster tiene 'muchos deseos' de trabajar con GCC

Par Fred Bruning Graphic Communicator

Sean O'Brien, inaugurado el mes pasado como presidente general de IBT tras una contundente victoria en la votación celebrada en el otoño, dice que colaborará estrechamente con GCC al tiempo que desarrolla un programa agresivo que pone por delante a los miembros, y que los líderes de GCC/IBT dicen que coincide "perfectamente" con sus propias prioridades.

"Sé que para conseguir el éxito hay que trabajar duro y comprometerse, pero lo más importante es tener una membresía activa e involucrada", dijo O'Brien dirigiéndose directamente a GCC en su primera columna de "Outlook" que aparece en la página 2 de esta edición. "Por eso tengo tantas ganas de trabajar con los miembros y líderes de GCC y con ello servir mejor a sus intereses."

El presidente de GCC/IBT, Kurt Freeman, dijo que el hincapié que pone O'Brien en aumentar el número de socios refleja el tema de la convención de GCC en 2021: "Organizar Para Un Mañana Más Fuerte" Freeman dijo que celebraba la oportunidad de unir esfuerzos con O'Brien para "organizar a más trabajadores y hacer crecer a GCC."

Durante la campaña presidencial, O'Brien y su compañero de lista Fred Zuckerman, que actualmente ocupa el puesto de secretario general-tesorero de IBT, prometió atacar sin miedo para organizar, llegar a acuerdos racionales con las grandes empresas y fomentar un activismo que solidifique el puesto de IBT entre los sindicatos de elite de Norteamérica.

"Empleadores y políticos, tomen nota: el sindicato de los Teamsters está de vuelta," dijo O'Brien en unas palabras de agradecimiento a los votantes tras ganar la elección por correo por aproximadamente dos tercios de los votos emitidos. "De ahora en adelante, los Teamsters somos un sindicato nuevo, más grande y más fuerte."

La amplia victoria conseguida por O'Brien, un Teamster de cuarta generación y anterior presidente de la IBT Local 25, Boston, y Zuckerman presidente de la Local 89, Louisville, bajo el lema "OZ-Teamsters Unidos" supuso el rechazo de James P. Hoffa, la formidable figura del sindicalismo que fue presidente general de IBT durante más de dos décadas.

O'Brien se refirió especialmente a lo que llamó el enfoque inadecuado de la administración de Hoffa para la sindicalización de los trabajadores de Amazon y prometió que la organización del gigante de la comercialización en línea sería una de sus principales prioridades.

Inicialmente el esfuerzo se concentraría en miles de trabajadores de almacén de Amazon, explicó O'Brien a la publicación Bloomberg Law, y habría que aplicar nuevas técnicas de organización.

"No va a ser una campaña de organización tradicional como cuando nos ponemos a la puerta y repartimos tarjetas que dicen "Únase al sindicato", le dijo O'Brien a Bloomberg.

La organización de Amazon se basaría en gran parte en utilizar trabajadores sindicalizados, en este caso miembros de los Teamsters de United Parcel Service y de la empresa de mensajería DHL, para explicar las ventajas de pertenecer a un sindicaro a los empleados de Amazon, dijo O'Brien.

Más allá de Amazon, O'Brien ha dirigido su atención a la llamada economía "gig": trabajadores por contrato y proveedores de servicios por cuenta propia.

En una entrevista con la emisora de radio pública de Boston WGBH, O'Brien dijo que los trabajadores por contrato deben tener las mismas protecciones legales y recomendó una reforma legislativa para "asegurar que podamos organizar estos sectores."

La mención del sector de trabajadores por cuenta propia que hizo O'Brien coincide con los recientes esfuerzos de GCC/IBT en apoyo de la sindicalización de trabajadores por contrato.

El año pasado, el sindicato firmó un acuerdo de servicio con la National Writers Union, una organización laboral que protege los derechos de periodistas, autores, redactores técnicos, guionistas y otros que trabajan por cuenta propia.

Esta coincidencia de intereses entre O'Brien y GCC/IBT hace prever una relación de trabajo estrecha y productiva, manifestó Steve Nobles, secretario-tesorero y vicepresidente de GCC/IBT.

"Estoy convencido de que GCC persegue las mismas metas y objetivos que el presidente general O'Brien define para IBT," dijjo Nobles. "GCC se complacerá en colaborar con el presidente general O'Brien para conseguir nuestros objetivos comunes en beneficio de toda nuestra membresía"

Los que conocen a O'Brien dicen que es una persona enérgica, que arremete con fuerza y no se deja intimidar fácilmente en la mesa de negociación ni en los piquetes, y que cree que la "militancia" en el sindicato es esencial para el éxito.

"Sean aportará ciertamente un nivel muy alto de autenticidad a su papel en el más alto cargo de los Teamsters,» dijo Steve Sullivan, presidente de la Local 3-N de Boston. «No es ningún secreto que la confrontación con los empleadores será un aspecto prominente del programa «OZ».»

George Tedeschi, presidente emérito de GCC/IBT, trabajó durante años con O'Brien cuando ambos eran vicepresidentes internacionales de IBT y miembros de la junta ejecutiva general del sindicato. "Sean ha demostrado su empeño en ser un trabajador tenaz y un líder fuerte y agresivo," dijo Tedeschi. "Estoy seguro de que apoyará los objetivos y a la membresía de GCC."

En su columna "Outlook" para The Communicator, O'Brien subrayó su interés por GCC/IBT y sus miembros.

"Les prometo que mi administración trabajará por ustedes 24/7," les dijo a los miembros de GCC. "Nadie va a superar nuestras habilidades ni nuestra capacidad de trabajo y de lucha."

O'Brien dijo que trabajaría duro y que no esperaría menos de la membresía de GCC e IBT.

"Necesitamos promover los valores de los Teamster dondequiera que vamos," indicó. "De ello depende nuestra supervivencia."

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.

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458M William A Madia 02-12-19 508M Harvey L Martin 05-18-19 458M Raydell R Mills, Jr 01-17-19 508M Paul R Rieder, Sr 05-12-19 458M Lothar Nowag 04-29-19 518M Thomas E Hutchison 05-10-19 458M Philip V Sills 04-03-19 546M Ronald H Hetzel 05-18-19 458M Michael L Sroka 11-30-18 546M Aubrey R Webb 02-10-19	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 100M 100M 100M 117T 117T 117T 117T 117T 117T 117T 119B 119B 119B 119B 119B 119B 119B 119	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mary A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard D Elam Richard H Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Riordan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John J Kalinich John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-21-19 03-21-19 03-13-19 03-18-19 01-19-19 02-23-19 04-03-19 01-23-19 03-02-19 03-02-19 03-02-19 03-02-19 03-21-19 03-25-19 02-06-19 02-26-19 12-01-18 03-31-19 06-30-17 03-29-19 04-20-19 04-20-19 04-20-19 04-20-19 11-18-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 04-14-19 09-16-17 04-14-19 03-23-19 02-12-19	1L 1L 2N 3N 3N 4B 14M 17M 72C 72C 77P 117T 119B 197M 235M 285M 285M 285M 285M 285M 367M 367M 458M 458M 458M 458M 458M 503M 503M 508M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush James L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carmaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert T Vercillo, Sr Glen A Wyse Robert J Paul Harlin F Schanz Gerald L Boas	05-13-19 11-07-18 03-13-19 04-28-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-20-19 03-20-19 03-29-19 05-18-19 03-30-19 05-18-19 03-30-19 05-08-19 04-23-19 03-07-19 04-04-19 04-04-19 04-05-19 04-04-19 04-04-19 04-05-19 04-04-19 03-21-19 10-25-18 05-18-19 02-11-19 04-03-19 03-08-19 04-19-19 03-08-19 04-19-19 03-26-19 03-26-19 03-25-19 02-03-18
458M Raydell R Mills, Jr 01-17-19 508M Paul R Rieder, Sr 05-12-19 458M Lothar Nowag 04-29-19 518M Thomas E Hutchison 05-10-19 458M Philip V Sills 04-03-19 546M Ronald H Hetzel 05-18-19 458M Michael L Sroka 11-30-18 546M Aubrey R Webb 02-10-19	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 77P 100M 100M 117T 117T 117T 117T 117T 117T 117T 117	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mary A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard H Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Roirdan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green William J Hottinger Mateusz Kurcz	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-21-19 03-21-19 03-13-19 03-18-19 01-19-19 02-23-19 04-03-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 02-06-19 02-06-19 12-01-18 03-31-19 06-30-17 03-29-19 04-02-19 04-02-19 11-18-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 04-09-19 04-04-17 04-14-19 09-16-17 04-14-19 02-26-19 01-22-19 01-22-19 01-22-19 01-22-19 01-13-19 04-10-19	1L 1L 2N 3N 3N 4B 14M 17M 7C 7CP 77P 117T 119B 197M 235M 285M 285M 285M 285M 285M 367M 367M 367M 458M 458M 458M 458M 458M 508M 508M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush James L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Joseph W Pooler George W Bowman Jr Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carnaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert T Vercillo, Sr Glen A Wyse Robert J Paul Harlin F Schanz Gerald L Boas Charles Goforth	05-13-19 11-07-18 03-13-19 04-28-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-30-19 03-30-19 03-30-19 03-30-19 05-18-19 04-30-19 05-18-19 04-30-19 05-08-19 04-23-19 03-07-19 04-05-19 04-05-19 04-05-19 04-05-19 04-05-19 04-05-19 04-03-19 03-25-18 05-18-19 03-08-19 03-08-19 03-25-19 03-02-18 03-25-19 03-02-18 03-25-19 03-02-18 03-25-19 04-08-19
458M Lothar Nowag 04-29-19 518M Thomas E Hutchison 05-10-19 458M Philip V Sills 04-03-19 546M Ronald H Hetzel 05-18-19 458M Michael L Sroka 11-30-18 546M Aubrey R Webb 02-10-19	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 77P 100M 100M 100M 117T 117T 117T 117T 117T 117T 119B 119B 119B 119B 119B 119B 119B 119	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mary A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard D Elam Richard H Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Riordan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John J Kalinich John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green William J Hottinger Mateusz Kurcz Maurice L Lyons, Sr	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-21-19 03-21-19 03-18-19 01-19-19 02-23-19 04-03-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 02-06-19 02-06-19 02-26-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 11-18-18 03-31-19 04-27-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-23-19 04-14-19 03-23-19 02-26-19 01-22-19 01-22-19 01-13-19 04-10-19 04-27-19	1L 1L 2N 3N 3N 4B 14M 17M 17M 7CC 7CP 77P 117T 119B 197M 235M 285M 285M 285M 285M 285M 367M 367M 458M 458M 458M 458M 458M 458M 508M 508M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush Joms L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carmaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert T Vercillo, Sr Glen A Wyse Robert J Paul Harlin F Schanz Gerald L Boas Charles Goforth William R Keller, Sr	05-13-19 11-07-18 03-13-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-30-19 03-29-19 05-18-19 03-30-19 05-18-19 04-30-19 05-08-19 04-30-19 04-30-19 04-30-19 04-30-19 04-30-19 04-05-19 04-04-19 04-04-19 04-04-19 04-05-19 04-04-19 03-07-19 04-04-19 03-07-19 04-04-19 03-07-19 04-04-19 03-07-19 04-04-19 03-07-19 04-04-19 03-07-19 04-04-19 03-07-19 04-03-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 04-08-19 03-08-19 04-08-19 04-08-19 04-08-19
458M Michael L Sroka 11-30-18 546M Aubrey R Webb 02-10-19	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 100M 100M 117T 117T 117T 117T 117T 117T 117T 119B 119B 119B 119B 119B 119B 119B 119	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mary A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard D Elam Richard D Elam Richard B Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Riordan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John J Kalinich John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green William J Hottinger Mateusz Kurcz Maurice L Lyons, Sr William A Madia	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-13-19 03-13-19 03-18-19 01-19-19 02-23-19 04-03-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 04-00-19 04-00-19 04-09-19 04-14-19 03-02-17 03-23-19 04-14-19 03-02-19 04-14-19 03-23-19 02-26-19 04-14-19 03-23-19 04-14-19 03-23-19 02-26-19 04-14-19 03-23-19 04-10-17 04-20-19 01-23-19 02-26-19 01-23-19 02-26-19 01-23-19 02-26-19 01-31-19 04-10-19 04-27-19 02-27-19 02-212-19 02-212-19	1L 1L 2N 3N 3N 4B 14M 17M 7C 7C 77P 77P 77P 117T 119B 197M 235M 235M 285M 285M 285M 285M 367M 367M 458M 458M 458M 458M 458M 458M 503M 508M 508M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush James L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carmaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert Krauth Orville D Peters Robert J Paul Harlin F Schanz Gerald L Boas Charles Goforth William R Keller, Sr Harvey L Martin	05-13-19 11-07-18 03-13-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-30-19 03-30-19 03-30-19 03-30-19 03-29-19 05-18-19 04-30-19 03-29-19 05-08-19 04-30-19 03-07-19 04-04-19 03-07-19 04-04-19 03-21-19 10-25-18 05-08-19 04-04-19 03-21-19 10-25-18 05-08-19 04-03-19 03-08-19 04-03-19 03-08-19 04-03-19 03-08-19 03-08-19 03-08-19 04-08-19 03-08-19 04-08-19 03-08-19 04-08-19 03-08-19 04-08-19 03-08-19 04-08-19 03-08-19 04-08-19 10-27-99 05-18-19
	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 100M 100M 100M 117T 117T 117T 117T 117T 117T 117T 119B 119B 119B 119B 119B 119B 119B 119	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mayr A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard D Elam Richard D Elam Richard B Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Riordan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John J Kalinich John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green William J Hottinger Mateusz Kurcz Maurice L Lyons, Sr William A Madia Raydell R Mills, Jr	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-21-19 03-13-19 03-18-19 01-19-19 02-23-19 04-03-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 04-08-19 11-18-18 03-31-19 04-08-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-18-19 04-09-19 04-09-19 04-14-19 03-23-19 02-12-19 02-26-19 01-22-19 02-26-19 01-22-19 02-27-19 02-27-19 04-07-19 04-07-19 04-07-19 04-07-19 04-07-19 04-07-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 02-12-19 01-17-19	1L 1L 2N 3N 3N 4B 14M 17M 17M 72C 72C 77P 77P 77P 117T 119B 197M 235M 235M 285M 285M 285M 367M 367M 458M 458M 458M 458M 458M 458M 503M 508M 508M 508M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush James L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carmaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert T Vercillo, Sr Glen A Wyse Robert J Paul Harlin F Schanz Gerald L Boas Charles Goforth William R Keller, Sr Harvey L Martin Paul R Rieder, Sr	05-13-19 11-07-18 03-13-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-20-19 03-20-19 03-20-19 03-20-19 03-20-19 03-20-19 03-20-19 03-20-19 03-07-19 04-30-19 03-07-19 04-23-19 03-07-19 04-04-19 03-07-19 04-04-19 03-21-19 10-25-18 05-18-19 02-05-18 03-08-19 04-03-19 03-08-19 04-03-19 03-08-19 04-03-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 03-08-19 04-08-19 10-27-99 05-18-19 05-12-19
ISSIN GUILING TYTICZYTISMI OG 20-18 I SOOMI GETATU DUUUTEL U2-00-19	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 100M 100M 100M 117T 117T 117T 117T 117T 117T 117T 119B 119B 119B 119B 119B 119B 119B 119	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mary A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard D Elam Richard D Elam Richard H Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Riordan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John J Kalinich John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green William J Hottinger Mateusz Kurcz Maurice L Lyons, Sr William A Madia Raydell R Mills, Jr Lothar Nowag Philip V Sills	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-21-19 03-13-19 03-13-19 03-18-19 01-19-19 02-23-19 04-03-19 01-23-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-25-19 02-06-19 02-26-19 12-01-18 03-31-19 06-30-17 03-29-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-20-19 04-21-19 11-05-18 03-318-19 04-09-19 04-14-19 03-23-19 02-12-19 02-26-19 01-12-19 02-21-19 04-27-19 04-27-19 04-27-19 04-27-19 04-29-19 04-03-19	1L 1L 2N 3N 3N 4B 14M 17M 72C 72P 77P 117T 119B 197M 235M 285M 258M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush James L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carmaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert T Vercillo, Sr Glen A Wyse Robert J Paul Harlin F Schanz Gerald L Boas Charles Goforth William R Keller, Sr Harvey L Martin Paul R Rieder, Sr Thomas E Hutchison Ronald H Hetzel	05-13-19 11-07-18 03-13-19 04-28-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-20-19 03-20-19 03-30-19 03-29-19 05-18-19 04-30-19 05-18-19 04-30-19 05-08-19 04-23-19 03-07-19 04-04-19 03-07-19 04-04-19 03-21-19 10-25-18 05-18-19 03-08-19 04-04-19 03-21-19 10-25-18 05-08-19 04-04-19 03-21-19 10-25-18 05-08-19 04-04-19 03-21-19 03-08-19 04-08-19 03-25-19 03-25-19 03-25-19 03-25-19 04-08-19 03-25-19 03-25-19 03-25-19 03-25-19 04-08-19 10-27-99 05-18-19 05-10-19 05-10-19
	14M 14M 16N 16N 16N 17M 23N 77P 77P 77P 77P 77P 100M 100M 100M 117T 117T 117T 117T 117T 117T 117T 117	Wilbur H Drew Anna M Harper Jules J Alexander, Jr Francis X Mooney Jr Wallace L Rager Harry F Shultz, Sr Mary A Warfel David E Cusimano, Sr David M Broehm Richard D Elam Richard D Elam Richard H Johnson Melissa L Selle Harvey W Head William R Mcneil John W O'Grady Allan L Blubaum Vernon R Norton Jerome R Riordan Larry G Tracy Kenneth W Unick Thomas Forgione Luz Gandarillas Theodore Hoermann Mildred Johnson Vito Rendino Billy J Thomas Charles H Wolfe Herbert O Hunt Hazel D Lewis Samuel Moore Richard M Rule John J Kalinich John F Mcginley Karl R H Kuehner Michael P Hobbs Leonard P Gassman, Jr Robert B Green William J Hottinger Mateusz Kurcz Maurice L Lyons, Sr William A Madia Raydell R Mills, Jr Lothar Nowag Philip V Sills Michael L Sroka	02-21-19 03-19-19 04-09-19 12-16-16 02-27-19 03-21-19 03-13-19 03-13-19 03-18-19 01-19-19 02-23-19 04-03-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 03-02-19 04-08-19 11-18-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 11-05-18 03-24-19 04-21-19 04-21-19 02-26-19 01-22-19 01-22-19 01-17-19 04-03-19 11-30-18	1L 1L 2N 3N 3N 4B 14M 17M 7C 7CP 77P 117T 119B 197M 235M 285M 285M 285M 285M 285M 285M 285M 285M 285M 367M 458M 458M 458M 458M 458M 458M 508M	June 2019 Willis J Tofte John H Proper Edward J Rusowicz James Okelly Manuel Fernandes John C Frizzell III Louis D Meglio Edna S Insley Titus De Young Jr Richard A Morgan Erna L Raub John H Reynolds Rose Ann Rush James L Kellam William D Reinhardt Neil C Jenkins Louis J Krisch Joseph W Scaramell, Sr Kathryn Jackson Dewayne H Kasl Joseph W Pooler George W Bowman Jr Josephine W Klapac Wayne W Weaver, Sr Carmaleta B Loyd Manuel O Pantoja Theodore N Alt Dennis P Boyle Richard P Burian, Sr Robert T Vercillo, Sr Glen A Wyse Robert J Paul Harlin F Schanz Gerald L Boas Charles Goforth William R Keller, Sr Harvey L Martin Paul R Rieder, Sr Thomas E Hutchison Ronald H Hetzel Aubrey R Webb	05-13-19 11-07-18 03-13-19 04-28-19 04-06-19 02-26-17 04-18-19 12-13-17 02-04-19 03-20-19 03-20-19 03-30-19 03-29-19 05-18-19 04-30-19 05-18-19 04-30-19 04-30-19 04-30-19 04-30-19 04-30-19 04-23-19 04-05-19 04-05-19 04-05-19 04-05-19 04-05-18 10-25-18 10-25-18 10-25-18 03-07-19 04-03-19 03-08-19 04-03-19 03-08-19 04-03-19 03-08-19 04-03-19 03-08-19 04-03-19 03-25-19 03-25-19 02-03-18 03-15-19 04-08-19 10-27-99 05-18-19 05-10-19 05-10-19 05-10-19 02-10-19

Local	Da	ate of Death
555M	Raymond Desrosiers	05-22-19
568M 572T	Weldon D Taden Robert D Smith	03-18-19 01-31-19
577M 577M	Libo N Amann James F Kaye	04-10-19 04-29-19
577M	Rudolph V Meyer	05-07-19
853T 853T	William J Belmonte Jess M Duran	03-12-19 01-14-19
853T	Clyde W Jurey	04-14-19
	Robert R Mcdonald Roland N Robillard	05-15-19 03-28-19
	Michael O Zingshiem Neilen H Forrest	03-16-19 05-06-19
2289M	Leonard J Krol	05-05-19 04-10-19
0000101	Donald C Crosby Death Benefit Claims	
1B	July 2019 Matthew Edwin Benson	
1B 1C	Mary A F Maggi Leon F Annadale	05-21-19 03-17-19
1C	Jerry A Hanks Robert F Ahearn Jr	03-27-19
1L 1L	John W Connor	05-24-19 03-15-19
1L 1L	Lawrence Cuttler Leo Kramer	06-12-19 04-01-19
1L	Peter Larosa	06-11-19
1L 1L	James D Mcclure Morris Melamed	03-07-93 06-06-19
1L 1L	John S Rinaldo Clinton H Uhll	06-09-19 05-23-17
1L	Kenneth A Wiedemann	06-13-19
1M 1M	Donald J Field George W Jones	05-16-19 11-22-18
2N 2N	Oliver V Bass Kevin F Doyle	11-20-18 06-05-19
ЗN	Robert J Fitzsimmons	06-04-19
3N 3N	Thomas A Hagstrom Dale A Lipke	05-12-19 05-15-19
3N 13N	Coszette R Turgeon Michael E Dicker	04-04-19 06-10-19
14M	Joseph T Clark, Sr	05-17-19
16N 24M	Stephen J Dempsey Raymond P Hickey	05-16-19 05-07-19
24M 77P	Vincent J Sirianni Donald G Otto	07-14-15 06-07-19
77P	Robert G Shukoski	06-16-19
100M 117T	Ralph Trotman Ronald D Buckley	02-14-19 05-10-19
117T	Kevin W Houck	04-20-19
119B 119B	Jack L Kulawitz Joseph Ronza	05-20-19 06-09-19
197M 261M	Wilford H Pace David J Gregoire	06-09-19 05-18-19
261M 285M	Jerome Meyers	04-11-19
285M 458M	Jack O Hamilton Sr Ted E Beck	05-12-19 04-13-19
458M 458M	Charles H Foster Casimir W Gazda	05-17-19 05-24-19
458M 458M	Paul W Klotz	05-22-19 05-18-19
458M	Eleanor E Kupinski Martin E Leffner	05-18-19 06-07-19
458M 458M	Emil Mandarino John P Murphy	06-15-19 05-29-19
458M	Khac V Nguyen John F O'Donnell	06-07-19
458M 458M	Michael B Schmidt	05-06-19 01-19-19
503M 508M	John J Holden, Jr Robert L Wagner	04-05-19 12-24-18
508M	Norbert J Weisbrod	05-26-19
508M 518M	Eugene B Welage Russell E Dearden	06-06-19 06-04-19
518M 527S	Robert W Wilson Jr Bobby G Walters	05-11-19 02-09-19
543M	Donald E Biddle	06-02-19
546M 546M	Raymond J Fantozzi Harlin E Nierman	05-22-19 07-18-16
546M 568M	Robert W Pence Larry Donaldson	06-05-19 05-23-19
568M	Robert E Prehoda, Sr	01-05-19
577M 577M	Joseph L Filippone Joseph G Kranz, Jr	10-18-18 05-04-19
577M 612M	Merlyn K Peterson Raymond J Bruder, Sr	05-23-19 06-17-19
999ML	Raymond E Akeley	06-09-19 05-18-19
	Thelma E Allison Charlotte D Ober	06-10-19
	Donald P Perlinski Charles L Resetar	06-15-19 05-26-19
	Death Benefit Claims August 2019	Paid
1B 1B	Karol N Gonsoski Pearl Orleane Mader	07-10-19 04-08-19
1B	Bernice K Schultz	10-23-18
1L 1L	John E Cardany Domenick J Cobuzio	05-29-19 09-20-13
1L 1L	Albert A Haklar Robert W Mattson	07-03-19 06-22-19
1L	Victor G Pellegrini	11-18-18
1L 1M	Frank R Stewart James E Foster	07-05-19 05-17-19
1M	Thomas K Walker	06-07-19
2N 2N	Jerome Curtin Kevin J Doyle	05-22-19 06-02-19
2N 2N	Raymond J Fogarty Anthony Scanlon	06-04-19 07-14-19
ЗN	Patrick C Durso	06-18-19
3N 3N	Wanda Dziadek Karl D Friedland	02-26-19 07-09-19
ЗN	Gerard M Walraven	04-21-19

Local	D	ate of Death
4C	Thomas J Deflavia	03-11-19
14M	Alfred Greenstein	07-10-19
14M	Joseph T Perkins	04-09-19
17M	Clyde F Mcclain	07-14-19
17M	Shawn M Taylor	06-24-19
23N	Gary K Hall	05-10-19
24M	Raymond G Peterson	07-05-19
25M	Thomas J Mac Williams	07-05-19
117T	Edna M Gross	10-19-00
119B	Patrick A Giordano	07-18-19
137C	Albert A Bartoletti	06-06-19
197M	Norman J Pyles Jr	11-18-17
241M	Betty L Harris	06-02-19
367M	Monroe C Johnson, Jr	06-07-19
388M	Richard M Harrison	06-23-19
388M	Michael A Petersen Sr	03-17-19
406C	John A Laspina	06-22-19
406C	Diane F Radziewicz	01-20-17
458M	Alfredo Moreno	07-13-19
458M	Grady N Neal	07-03-19
458M	George P Pappas	06-19-19
458M	Melvin T Robaczewski	07-10-19
458M	Richard F Szyszka	07-05-19
493M	Neldon M Peters	07-27-19
508M	Ivan W Smith	07-16-19
508M	Ronald F Zoller	06-15-19
514M	Rosie A Avance	01-26-19
518M	William M Mckinley	07-11-19
527S	Dorothy Watson	05-01-19
555M	Claude Angers	07-05-19
555M	Yves Dion	05-01-19
555M	Annette Fortier	06-13-19
555M	Nathalie Laramee	06-06-19
568M	Wendell Pfingsten	05-31-19
568M	Robert E Prehoda, Sr	01-05-19
572T	Dolores Dunbar	08-25-11
572T	Mark T Watson	06-23-19
612M	Lerino J Morra	11-23-17
612M	Edwardo Ramirez	07-04-19
625S	Nickolas Smolkovich	05-18-18
625S	Mary A Solis	07-01-15
853T	Nick S Kyriakis	06-15-19
999ML	Henry L Moutria	07-26-18
999ML	Eugene O Myers	05-09-19
	Kenneth N Friberg Clarence M Cozart	06-01-19 01-29-19
	George J Kiburz Franklin S Orlando	01-28-17 07-22-19
	Ethel L Twardowski	06-22-19
	Death Benefit Claims September 2019	
	No Claims Processed	
	Death Benefit Claims October 2019	
1B	Alvina I Bender	06-24-19
1B	John J Chamberlin	04-06-19
1B	Fredricka L Frey-Robins	06-15-19
1B	Judith S Krenik	08-10-19
1B	Jacqueline J Meyers	03-21-19
1L	Harry E Fields Jr	07-19-19
1L	Manuel J Garcia	08-06-19
1L	Michael A Green	07-10-19
1L	Jack Hagopian	07-11-19
1L	Mark J Kleek	07-31-19
1L	Julius S Levere	05-07-19
1L	William N Schultz	10-22-18
1L	Donald J Sill	07-28-19
1L	Gerald T Singley, Sr	07-23-19
1L	William J Ward, Sr	09-04-19
1M	Robert E Bigelbach	08-16-19
1M	George R Custer, III	08-29-19
1M	Charles L Mariana	08-22-19
1M	Michael F Pream	08-19-19
1M	Paul D Williams	09-21-14
2N	Joseph J Macallister	08-04-19
2N	Mark E Myers	08-29-19
2N	Franklin G Remacle	07-10-19
2N	Edwin W Weller	08-26-19
3N	John R Clough	07-23-19
3N	Charles K Goff	04-11-18
3N	Gerald R Mcmahon	07-07-19
4B	Moses A L Wulfow	01-15-98
4C	Debra Bradley	03-25-18
4C	Charles N Griest Jr	05-18-19
4C	Joseph P Koloski	08-01-19
13N	Kenneth T Lavely	08-27-19
14M	Nancy A Castrataro	08-30-19
14M	Augustus J Cicala	07-17-19
14M	Raymond D Cook	06-15-19
14M	Roland O Cromwell	08-09-19
14M	Lawrence J Esposito	09-18-19
14M	Philip O Froeder	08-23-19
14M	Isabelle E Halterman	08-08-19
14M	Richard F Hechler	08-02-19
14M	Bobby D Maddy, Sr	07-05-19
14M	Robert L Oklatner	02-09-18
14M	Daniel E Pasco	08-31-19
14M	Stephan R Pidliskey, Sr	09-11-19
14M	Thomas J Prendergast, J	07-23-19
14M	Richette Wilkerson	08-02-19
16N	Charles T Coffman, Sr	07-24-10
16N	Charles N Kirkpatrick,	06-12-19
16N	Joseph E Leicht Jr	09-01-19
16N	Francis P Mulholland, J (07-12-19
16N	John C Stewart, Sr	08-03-19
17M	Raymond L Buis	08-09-19
17M	Louis F Milharcic	09-11-19
23N	Richard A Ihlenfeld	12-15-18
23N 24M	Randolph C Beck	08-28-18

Local	D	ate of Death
24M	Richard J Dolney	12-12-18
24M	Arthur E W Koch, Jr	09-04-19
24M	John W Stawowczyk Donald M Yarros	05-07-13
24M 25M	Anton D Baum	08-02-19 04-23-14
25M	Robert A Berndt	07-21-19
25M 25M	Dominic A Bonavita Philip Bruno	08-05-19 03-27-19
25M	William T Carr	06-10-07
25M 25M	William H Conley Billy K Devall	07-17-19 04-13-17
25M	Arthur A Dowel	07-24-19
25M 25M	Michael W Downey Edward S Fritsma	06-27-19 07-28-19
25M	Raymond C Holder, Jr	08-02-19
25M 25M	Helen F Karpinski James E Kosten	06-17-19
25M	David W Lehr	07-31-19 08-05-19
25M	Wesley A Mcconnell	08-02-19
25M 25M	Danie V Meador Robert D Norman	08-25-19 05-12-19
25M	Allen T Schurick	12-13-09
25M 25M	Gerald L Wells Theodore F Westerhold	07-19-19 07-15-19
25M	Charles C Withrow	05-20-19
25M 38N	Mable Wortham Ronald G Fritsch	03-20-19 04-22-19
58M	Ronald R Creighton	01-16-19
58M 72C	John A Manes Richard W Burnett	12-31-17 08-27-19
72C	Esther T Day	09-01-19
77P 77P	Alice L Bloechl Graham T Boorse	08-28-19 07-17-19
77P 77P	Melvin L Radtke	07-17-19 08-11-19
77P	Jean K Riley	03-12-19
77P 77P	Alfred G Sang Donald W Schultz	08-20-19 07-20-19
77P	Hilary F Swiechowski	09-08-19
77P 117T	John L Van Rooy Donald Roy Alexander	09-13-19 06-28-19
117T	John B Chapie	04-25-19
117T 117T	Patrick J Dority Kenneth M Handy	06-02-19 12-23-15
119B	Louis Brent	09-02-19
119B 119B	Joseph A Caruana Anastasio Armando Herna	09-12-19
137C	Steven K Weidman	
197M 235M	Millard R Brown Sr James M Baxter	09-21-19 06-02-19
235M	Charlotte C Chapman	07-12-19
235M 241M	Jerry R Sloan Robert F Mitchell	08-04-19 11-01-18
285M	David S Bailey Jr	08-18-19
285M 285M	William L Jacques George F Reynolds	07-29-19 04-25-19
355T	James A Coppage, Jr	07-22-19
355T 388M	William J Foller Glen E Marion	07-16-19 03-23-19
388M	Kurt B Vancil	05-23-19
458M 458M	Irving E Carlson Coleman Conroy	08-31-19 03-05-19
458M	Edward Cotter	06-22-19
458M 458M	Ronald C Davenport Edward J Jancovic	09-02-19 11-13-18
458M 458M	Albert R Jarrett Frank R.C. Jirsa	09-20-18 05-13-19
458M	Robert A Kerill	08-06-19
458M 458M	William A Koller Walter J Kozlowski	08-27-19 08-24-19
458M	Ervin A Licko	07-02-19
458M 458M	Forrest W Milligan John G Orlowski	04-11-19 06-11-19
458M	Edward Svienty	08-04-19
503M 503M	Michael R Lang Paula J Mattison	06-07-19
503M	William C Jones	07-22-19 08-24-19
508M 508M	Ralph E Mccown Wilfred J Rebsch	07-05-18
508M 508M	Charles J Williams	08-21-19 09-01-19
508M	Joseph W Williams	05-26-19
518M 527S	Theodore C Lee Trina C Owens	04-10-19 06-28-19
527S	Cullom O Wakefield	12-17-18
543M 555M	Richard A Conn Andre Bonneville	06-07-19 07-04-19
555M	Viateur Denommee	09-20-19
555M 555M	Denise Giguere Georges Monette	07-16-19 08-23-19
555S	Steve C Jannereth	07-14-19
575M 577M	Loren H Winders David T Cera	06-20-19 07-24-19
577M	Alfred R Couturier	06-24-19
577M 577M	Carol M Mckellips James H Mulhern	08-11-19 04-23-19
577M	Susan L Ramsdell	01-21-19
577M 577M	Henry L Schwartz Jerald J Strauss	06-27-19 06-12-19
612M	Jane E Baker	08-08-19
612M 747M	Richard A Medway Alan W Darling	08-05-19 07-01-19
853T	Daniel M Penaflor	07-13-19
	James L Branum William D Donnelly	09-10-19 03-07-19
999ML	Herbert L Elbrecht	08-26-19
	Robert J Harris Matthew D Jackson	10-25-18 09-29-18
999ML	Frank C Jarvis Jr	07-07-19
	Francesca M Mercieri Peter W L Nichols	07-27-10 06-25-19
999ML	Lou Bernice Reese Antoinette M Revekant	01-25-15
999ML	Antoinette IVI Revekant	07-07-18

Press Run News Roundup

Hawaii, New York: All-Star States

N ew York and Hawaii are 5,000 miles, two oceans and 25 degrees apart in average daily temperature but have something praiseworthy in common – union membership.

The states are top scorers in union coverage – 22.4 percent for Hawaii;

22.2 for New York – and added members last year at a time when numbers slipped again for organized labor, according to the Bureau of Labor Statistics.

BUREAU OF LABOR STATISTICS

U.S. DEPARTMENT OF LABOR

In 2021, union membership declined by 241,000 to 14 million and the union membership rate was 10.3 percent compared to 10.8 percent in 2020. BLS cautioned, though, that statistics likely were affected by the impact of the coronavirus pandemic.

"The onset of the pandemic in 2020 led to an increase in the unionization rate due to a disproportionately large decline in the number of nonunion workers compared with the decline in the number of union members," BLS said. "The decrease in the rate in 2021 reflects a large gain in the number of nonunion workers and a decrease in the number of union workers."

Highlights of the annual BLS report:

• Median weekly earnings of union workers far outpaced those of non-union personnel – \$1,169 to \$975 – representing a hike of \$25 for union workers over 2020 while unaffiliated workers gained only \$17 a week.

• Union density was highest in the Northeast, Great Lakes and Pacific Coast regions and Nevada. Lowest union membership was in North Carolina (2.6 percent) and South Carolina (1.7 percent).

• Membership rate of public-sector workers (33.9 percent) was five times higher than the rate of private-sector workers (6.1 percent).

 Highest rates were among workers in education, training, library occupations and protective service jobs.

• Men are more apt to be union members (10.6 percent) than women (9.9 percent). The gap has narrowed considerably since 1983 when rates for men and women were 24.7 percent and 14.6 percent, respectively.

• Black workers remained more likely to be union members than white, Asian, or Hispanic employees.

As for those average temperatures in New York and Hawaii? It has no bearing on union membership but could make a difference in where you plan retirement: New York, 53 degrees. Hawaii, 78.

Why is Full-Time Work so Scarce?

mployers complain they can't find workers – but rarely say why.

It's not that people don't want to work, according to a column in the New York Times. It's that they want to work more.

Thousands of part-time jobs are available. Full-time work often is scarce. Companies often would rather contend with worker shortages than offer fulltime employment, said Times writer David Leonhardt in his daily column called, "The Morning."



Part-time work has allowed management to save money, Leonhardt says.

"First, companies can reduce their benefit costs because parttime workers often do not receive health care and retirement benefits," he said. "Second, companies can change staffing levels quickly, to meet demand on a given day or week, rather than having workers sit idle during slower periods."

Unions often demand limits on the number of part-time jobs in a shop.

"One way that unions tend to lift wages is by putting pressure on companies to hire people full time — and threatening to strike if the companies refuse," Leonhardt wrote.

For example, he said, unionized supermarket workers in the Denver area recently walked off the job and forced a local grocery chain owned by Kroger to agree it would create as many as 1,000 full-time jobs over the next three years.

It was a clear proof of union power, the Times workplace reporter Noam Scheiber told Leonhardt.

"Without a labor union that could organize a strike and provide strike pay, it's hard to see how most workers could pressure their employers to make a similar change," Scheiber said.



Chicago News Outlets Join Forces

A t a time when local news outlets are increasingly in jeopardy, two revered Chicago media institutions – a public radio station and renowned daily newspaper – are joining forces to reach an estimated audience of 2 million.

Chicago Public Media, which owns WBEZ, the local NPR affiliate, is buying the Chicago Sun-Times, a spunky tabloid that traces its origins to the mid-1800s and claims to be the oldest continuously published paper in the United States, according to the Associated Press.

WBEZ and the Sun-Times will share content, the AP said, but maintain separate news operations.

Terms of the deal were not immediately announced. The AP reported, however, that Chicago Public Media said it had raised \$61 million from local foundations and individual donors. Plans are to boost the Sun-Times digital edition and support continued operation of the print product.

"People are willing to support news they value and trust," said Matt Moog, chief executive officer of Chicago Public Media. "We hope to grow our community of members and donors who will invest in journalism from both WBEZ and the Chicago Sun-Times so we can expand our service and deepen our impact for the public good in Chicago."

Merger of two major Chicago news operations was a welcome development after purchase last year of the Chicago Tribune by Alden Global Capital, a hedge fund with a reputation for buying newspapers and then slashing staff and resources. Several dozen Tribune editorial staff members took buyouts after Alden took control.

AP noted that philanthropic institutions have become active in trying to assure local news coverage survives despite economic forces that have created "news deserts" in many small markets.

"Chicago is going to become...a largely nonprofit-driven local news ecosystem, which is also something that is pretty rare in the country," Tim Franklin, senior associate dean of Northwestern University's Medill journalism school told the AP. "It's kind of hard to overstate how profound this development is. I think in some ways it could be a model for the nation."

Ban on 'Maus' Called 'Baffling'

B ook banning is nothing new but the McMinn County, Tennessee, school board may have set a new standard for fragility by yanking a Pulitzer Prize-winning graphic novel about the Holocaust for fear junior high students would be upset by the images.

Of course, author Art Spiegelman's intention was to jar the senses with "Maus," a two-volume work – published in 1986 and 1991 – portraying life in a German concentration camp. Jewish captives are shown as mice. Nazi overlords are cats. The story ends with the liberation of prisoners and Hitler's defeat.

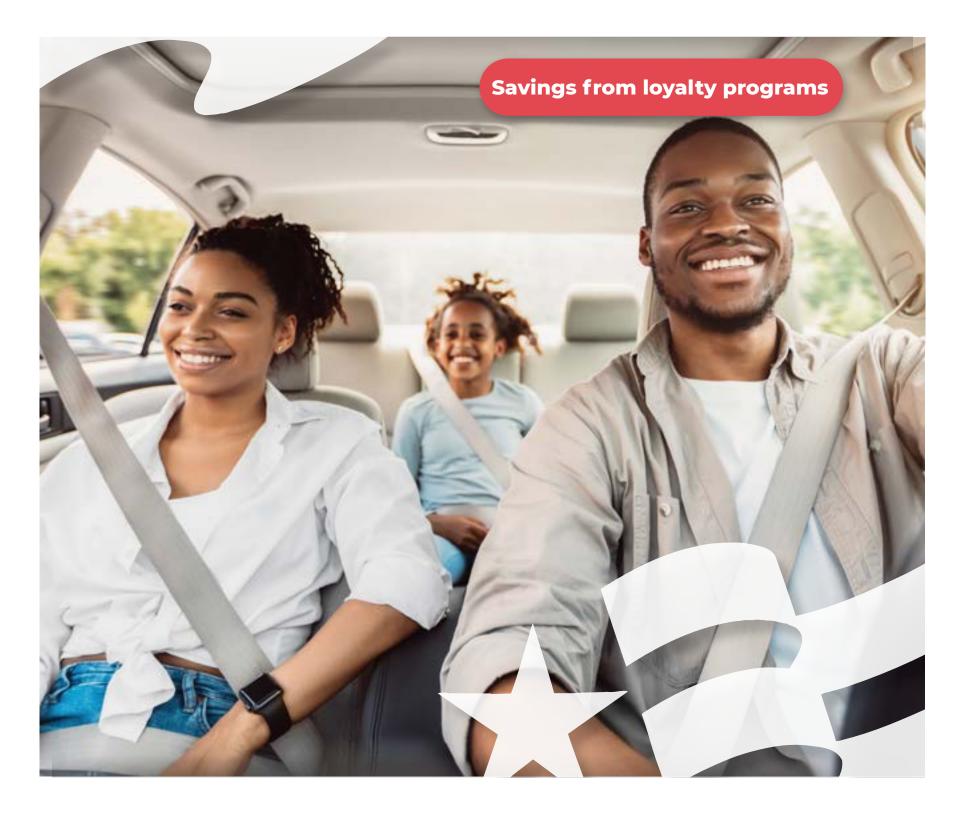
Spiegelman, who was awarded a Pulitzer in 1992, said he was "baffled"

by the decision to remove the book – used for years in many American classrooms – because of material Tennessee officials claimed was "too adult-oriented for use in our schools."

"It's leaving me with my jaw open," Spiegelman, 74, told CNBC.

Booksellers may have had the same reaction. After word spread of the Tennessee ban, "Maus" raced to the top of Amazon's best-seller list.

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GCC-IBT-CR-02-28-22

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, 2020 to June 30, 2021. 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 \$63,700,924 as of June 30, 2021 compared to \$53,829,952 as of July 1, 2020. During the plan year the plan experienced an increase in its net assets of \$9,870,972. 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 \$13,141,016. This income included employee contributions of \$170,173, realized gains of \$2,298,974 from the sale of assets and earnings from investments of \$10,266,888. Plan expenses were \$3,270,044. These expenses included \$428,744 in administrative expenses and \$2,841,300 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.

This is a summary of the annual report for the GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND. 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.

PAPERWORK REDUCTION ACT STATEMENT

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average less than one minute per notice (approximately 3 hours and 11 minutes per plan). Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of the Chief Information Officer, Attention: Departmental Clearance Officer, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210 or email DOL_PRA_PUBLIC@dol.gov and reference the OMB Control Number 1210-0040.

OMB Control Number 1210-0040 (expires 06/30/2022)

