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ILPF officers urge enrollment: 'All hands on deck'



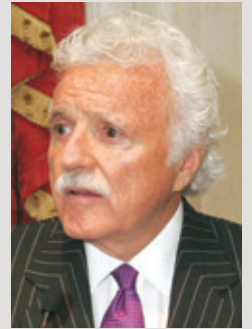
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LaborArts exhibit celebrates social safety net



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Labor advocate Tom Mackell spoke for the 'little guy'



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TOP STORY

Unions in time of Trump: What's Ahead?

By Zachary Dowdy
Special to the Communicator



DONALD TRUMP'S VICTORY IN NOVEMBER IS LIKELY TO HAVE A RIPPLE EFFECT ACROSS THE ranks of organized labor for years to come, experts and veteran GCC/IBT leaders said.

While many leaders said a Republican "populist" with no governing experience will endanger hard-won union benefits, others hold out hope that Trump's policies – specifically, his stances on trade and immigration – can bring jobs back to American workers.

No single view has emerged from labor leaders. Some regard him with alarm. Others are wary but hopeful. Teamsters general president James Hoffa said in a statement that the IBT was ready to "work with President-elect Trump on numerous issues essential to the nation's workers in an effort to improve the lives of millions who continue to struggle to make ends meet."

GCC/IBT president George Tedeschi also said he hoped for the best. "Donald Trump is our president and we are obligated to do all we can to achieve a productive, harmonious relationship."

A number of GCC/IBT leaders – including those in "rust belt" battleground states that had been expected to provide Democrat Hillary Clinton an easy victory – say the Trump surge among blue collar workers will impact labor and politics well beyond his presidency.

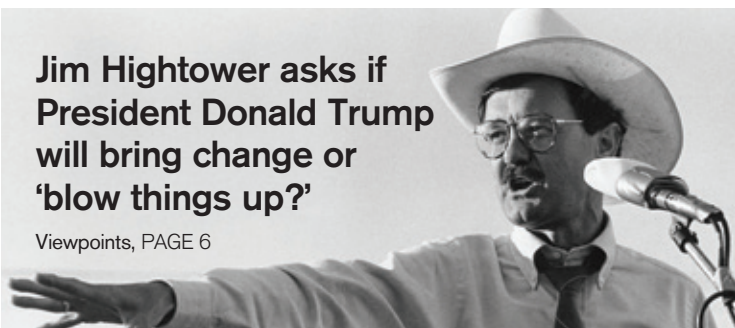
"We have to hope for the best and prepare for the worst," said Steve Nobles, president of the 600-member Local 2289-M in Detroit.

Election results made clear that many union members and working Americans

continues on PAGE 8

Jim Hightower asks if President Donald Trump will bring change or 'blow things up?'

Viewpoints, PAGE 6



Printed in the USA

Teamster Election Winners

In fall balloting, IBT voters returned General President James Hoffa and General Secretary-Treasurer Ken Hall to office. GCC/IBT President George Tedeschi earned a new term as an at-large international union vice-president. 'I am honored and grateful,' Tedeschi said. PAGE 9



IBT PHOTO

Give Trump a Chance But Never Back Down

WHERE DO WE GO FROM HERE?

In November, voters spoke. The result wasn't what I expected and the outcome did not represent my choice for president.

But what once seemed impossible happened with the certainty of a thunderclap: Donald Trump won and Republicans held the House and Senate.



That's some trifecta.

Hillary Clinton drew more popular vote support but lost by a wide margin in the Electoral College race. Conventional wisdom, opinion polls and political commentary assuring a Democratic victory were dead wrong. Absolutely amazing.

Post-election analysis focused on the Trump coalition.

Who would vote for this guy – for a candidate who insulted almost everyone, claimed the country was in a tailspin, lied

more than he told the truth and even threatened to lock up his opponent after the election?

The answer: millions of Americans determined to shake up the status quo and send a message, loud and clear, to Washington policymakers.

But now as the Trump administration prepares to begin work, we have to ask ourselves exactly what sort of change people want and, particularly, what the new president, and his Republican House and Senate mean to the labor movement?

As many reports indicated, Trump's support in the so-called rust belt states he won – Pennsylvania, Ohio, Michigan, Wisconsin – included significant numbers of union members.

These men and women discounted warnings about Trump's sketchy relations with labor groups, his habit of stiffing contractors working on his projects, support for a national right-to-work law and embrace of a radical, anti-union plank in the GOP platform.

Major labor organizations shunned Trump – the Teamsters general



executive board and GCC/IBT general board endorsed Clinton – and leaders warned that the Manhattan real estate tycoon would eagerly adopt hardline Republican policies on labor.

None of that mattered. What counted more is that Trump seemed to be standing up for the little guy against distant and powerful forces – that, billionaire or not, he was one of them.

I can understand the feeling. Sometimes the deck seems stacked against regular people. But expecting Trump and his Republican partners to deliver for union members – that's a huge gamble.

Yes, it looks like Trump will push a needed infrastructure bill and that Republican lawmakers – the very same bunch that blocked Barack Obama's every attempt to launch a similar initiative – will get aboard. That's good.

Trump a friend of unionized labor?

Let's give him a chance.

Trump vowed to create good jobs, bring back manufacturing and revive an industrial sector battered by globalization. It's a tall order. But a promise is a promise.

If he comes through – rebuilding the nation's bridges and tunnels, or making sure that Americans have some decent form of health care protection – give Trump credit.

Meanwhile, take nothing for granted.

If Trump bows to extreme anti-union forces on the far Republican right, if he ignores calls for worker safety, hikes in the minimum wage and a strong NLRB, tell him this isn't the kind of "change" you bargained for.

Shaking up the system is one thing. Trampling on the rights of American workers and stiffing the middle class is another. We won't let Trump or anyone else get away with that – not for a minute. ■

OUTLOOK

Invest in Our Future and Rebuild America

AFTER NOVEMBER'S ELECTION results, there may be a lot of issues off the table. But one that remains a strong possibility is a badly-needed increase in infrastructure investment.

President Trump has repeatedly called for more to be done to improve roads, rails and airports. And the Teamsters agree. Back in September 2015, the union released its "Let's Get America Working" plan that called for greater spending to improve the nation's transportation, energy and water systems. Now it's time to make it happen.

So why infrastructure?

Because infrastructure jobs, unlike those in other sectors, can't be outsourced. They improve living standards for all Americans, including the men and women who help to repair and maintain roads, bridges, ports, airports and mass transit systems, along with those who earn a living transporting goods and the vast majority of Americans who use our transportation networks every day.



To adequately maintain our transportation systems, the Congressional Budget Office says an additional \$13 billion a year needs to be invested by federal, state and local governments.

However, surface transportation investment actually has declined at all levels of government between 2002 and 2012, when adjusted for inflation. Meanwhile, the American Society of Civil Engineers estimates that \$3.6 trillion should be spent on all infrastructure by 2020 to get the U.S. back on track.

There was a time when building infrastructure and improving job training and education weren't partisan issues – they were American values, something we all could support. There needs to be a return to that way of thinking. This country's future depends on it.

Rebuilding, repairing and reinvestment doesn't just need to be about transportation, energy and water projects – it can be about rebuilding and repairing the trust between government and workers by reinvesting in the people that have and can continue to make this country great. Better pay will lead to more spending and improve our quality of life. That way we all win.

Now is the time to build, repair and maintain America! ■



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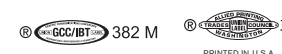
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Taking Stock of an Astounding 2016 Election Upset

EARLY ON THE MORNING OF NOV. 9 – JUST A FEW HOURS AFTER POLLS closed around the country – Hillary Clinton, the Democratic presidential candidate who only a day before was presumed an easy winner, conceded in a telephone call to her Republican opponent, Donald J. Trump.

If Clinton felt as though she suddenly stumbled into some alternate reality, she could be forgiven.



Pollsters, analysts, political experts – almost everyone said she was a shoo-in to become the first woman president of the United States. Trump was viewed widely as a boisterous amateur able to rally large crowds but without a serious chance of knocking off a former First Lady, U.S. Senator and Secretary of State. Oddsmakers gave the billionaire real estate developer little chance of victory. Turns out, the smart money was wrong.

Riding a wave of blue collar dissatisfaction in crucial swing states – Wisconsin, Michigan, Ohio, Pennsylvania – Trump pulled off perhaps the most astounding upset in U.S. presidential history. Though Clinton won the popular vote, Trump trounced her in the Electoral College – the only tally that counts.

In his Top Story report that begins on Page 1, Zack Dowdy takes stock of what happened – and, more important, what a Trump presidency might mean to unions.

Will Trump, who has his share of labor troubles at various properties, hold to the hardline, anti-union policies featured in the Republican Party platform – an assortment of woeful ideas that include undercutting the seniority system and pushing a national right-to-work law – or show his renegade side and find common ground with union leaders?

IBT leader James Hoffa, who won an election of his own in the fall and continues as Teamster general president (Page 9), said in a statement (Page 8) that the union is willing to work with Trump “on numerous issues essential to the nation’s workers in an effort to improve the lives of millions who continue to struggle to make ends meet.”

Also indicating open-mindedness was GCC/IBT president George Tedeschi. Writing in his “As I See It” column (Page 2), Tedeschi said he knew many American families were deeply worried about the future and that Trump drew millions of votes from union members (Page 8) – no doubt many in the GCC/IBT.

If Trump has a serious plan to improve the lives of working people, “Let’s give him a chance,” Tedeschi said. But, he added, union members also must remain alert as the new President shows his true intentions. “...take nothing for granted,” said Tedeschi.

Fallout from the election is still being gauged.

Former Newsday and New York Times reporter Bruce Lambert says in a Guest Spot column (Page 7) that the press took a beating during the election – from candidate Trump who unleashed withering attacks and, later, from critics who complained



coverage did not adequately gauge Trump’s appeal in working class districts – and now must regroup and fulfill its “watchdog” role no matter who complains, President Trump, included.

And financial columnist Jerry Morgan (Page 7) warns that investors will have to gauge carefully the effect of Trump policies on the stock market. Wall Street has been humming since Trump’s victory, apparently in the belief that a Republican Congressional majority and the new president will cut corporate taxes and push through a massive infrastructure program of the sort proposed by President Obama and blocked for eight years by the Republicans. “Overall,” said Morgan, “caution is the best idea for small investors.”

Missing from our election coverage are the insightful and spirited views of commentator Thomas Mackell Jr., a former chairman of the Federal Reserve Bank of Richmond and true friend of labor. News of Mackell’s death at age 74 came as we were putting this edition together. As President Tedeschi said in a (Page 14) obituary it was a “privilege” to know Mackell and have his “spirited, timely” writing in the paper. “He was a great guy.”

UNION MEMBERSHIP DROPS, INCOME GOES UP – FOR THE WEALTHY

When union membership drops, income goes up – for the wealthy.

Approximately 11 percent of the U.S. workforce is organized. At the same time, America’s richest 10 percent grabs 47.2 percent of the nation’s income, according to the non-profit Economic Policy Institute.

Compare that to 1945 when union membership peaked at 33.4 percent. Back then, said researchers Lawrence Mishel and Jessica Schieder in an EPI report, “the share of income going to the top 10 percent was only 32.6 percent.”

Anti-union sentiment, often stirred by right-wing elected officials and their radio show enablers, encourages working people to distrust the labor movement and ignore the sort of hard data provided by EPI.

As a result, millions of hardworking Americans never get ahead.

“The single largest factor suppressing wage growth for working people and suppressing union membership over the last few decades has been the erosion of collective bargaining,” said the EPI researchers. “This erosion has affected both union and non-union workers alike, contributing to wage stagnation and growth in inequality.”

Remedy?

Mishel and Schieder urge legislative action.

“To boost wages for working people, policymakers need to intentionally tilt power back to working people by strengthening their rights to stand together and negotiate collectively for better wages and benefits, raising and improving labor standards, and achieving persistent low unemployment,” they conclude.



Increased union membership will help secure income equity and counter powerful forces smearing organized labor. “Strong unions and employee organizing rights foster a vibrant middle class...” said an EPI statement. The facts are on the side of labor. Will public opinion follow?



By Fred Bruning
Special to the Communicator

With latest government figures showing that millions of Americans will face serious financial challenges in older age, officials of the Inter-Local Pension Fund have renewed a call for GCC/IBT members to join the plan in order to assure a secure future in retirement.



Larry Mitchell

“You cannot simply rely on Congress to provide for the long-term solvency of the social security trust fund,” said Larry Mitchell, executive director of the fund. “You need to provide for your own retirement. Funding your own retirement should be your first obligation to yourself.”

Emphasizing the need for action was Pat LoPresti, chairman of the fund and president of Local 1-L, New York.

“This should be all hands on deck for a union benefit created by the union for union members,” LoPresti said. “Let’s not miss an opportunity we could create for ourselves as union brothers and sisters.”

Here are the hard facts, according to Mitchell:

- The average social security recipient receives \$1,341 per month.
- Nearly half of all single retirees rely on Social Security for 90 percent of annual income.
- The Social Security Board of Trustees reported that unless remedial action is taken the system’s trust funds will fall short beginning in 2034 prompting a sharp decrease of benefits.
- Employer-based pension plans have dropped dramatically in number making it more necessary for individuals to fund their own retirement savings.
- When plans offered by employers fail, the federal government steps in through the Pension Benefit Guaranty Corporation (PBGC) but recipients often experience sharp decreases in monthly payments.

“We should pay attention to this disturbing set of realities,” said GCC/IBT president George Tedeschi. “The situation is serious and getting worse. Employers are dropping traditional pension plans left and right and too many Americans – union and non-union – are facing years of hardship in retirement as a result.”

Mitchell said that the Inter-Local fund can serve as an additional – and essential – element of a retirement plan for GCC/IBT and Teamster members.

“It is a fund designed to complement, not replace, other sources of retirement income,” Mitchell said. “It is not an employer fund. No employer contributes to it. No employer participates in its administration. The fund benefits are not negotiated with any employer. When you elect to participate in the fund, you decide as a bargaining unit the contribution level, yourself.”

Since it was launched on Labor Day, 1950, the Inter-Local Pension Fund (ILPF) has periodically increased benefits. Today, Mitchell said, a participant can retire at age 65 and

The Inter-Local Pension Fund has been a reliable and productive retirement plan since 1950. It provides:

- Normal Retirement at age 65
- Early Retirement at age 55
- Disability Benefit
- Vested Pension Benefit
- Death Benefit
- Surviving Spouse Benefit
- Joint and Survivor Option

receive a monthly pension equivalent to 2 percent of contributions. If, for example, a member contributed \$100 a month for 20 years – \$24,000 total – his or her payout at 65 would be \$480 a month for life.

“Union workers from coast to coast have signed up for the Inter-Local Pension Fund and are helping themselves build a more secure retirement, achieving their own financial independence,” he said.

Posted on the ILPF website, www.ilpfgciu.org, are remarks of participants hailing the plan and security it provides.

“The ILPF is a gift that very few workers have – a lifelong benefit,” said Norma Balentine of Local 577-M, Milwaukee.

Another 577-M member, Christopher Yatchak, said: “Today’s workers fear they might run out of retirement savings before they die.... How do you make your savings last the rest of your life?”

Adding his endorsement, was Harold Moore, Local 285-M, Washington, D.C. “I think the ILPF really provides excellent benefits,” Moore said. “My contribution is taken directly out of my paycheck. I don’t have to think about it, so it’s easy to save for retirement. Belonging to the ILPF gives me a great sense of security.”

Mitchell said the check-off feature allowing for automatic deductions represents an important convenience.

“Contributions from the member’s wages go directly

to the Inter-Local Pension Fund — a critical benefit when most employers do not provide retirement plans,” he said.

Despite the considerable advantages of the Inter-Local defined benefit program and satisfied responses of participants, Mitchell said, only a minority of GCC/IBT members – 5,500 of approximately 30,000 active members – are enrolled.

With company-based pension plans under pressure and the future of social security unclear, it has become increasingly vital for workers to have as many sources of retirement income as possible. “The more legs on the stool you have, the sturdier the stool will be,” Mitchell said.

The Inter-Local plan is open to all Teamster members, not only those in the GCC/IBT. Approximately 1,000 Teamsters take part and ILPF officials hope to boost IBT enrollment. Especially worrisome, Mitchell said, are the approximately 400,000 Teamsters who “do not have any form of a retirement plan” and could face difficult financial circumstances when working days are over.

Top Teamster officials have urged IBT members to investigate the plan and GCC/IBT president Tedeschi recently echoed that call.

“This is an outstanding pension program and we hope that GCC/IBT members not yet enrolled, and our Teamster brothers and sisters, take a close look and come aboard,” Tedeschi said. “Thousands of GCC/IBT retirees already are benefiting because they joined the ILPF during their working years. They made the right decision.”

Tedeschi said members should tell local leaders to organize informational sessions on the Inter-Local fund. “Don’t wait,” he said. “The ILPF can make a real difference in retirement. Get in now. You’ll be glad you did.”

Mitchell was equally enthusiastic. There are 42,000 ILPF participants – active and retired – who have opted for the security ILPF provides, he said. “What are you waiting for?”

Online 'Safety Net' Exhibit has New Urgency

With Donald Trump in the White House and Republicans controlling both houses of Congress, what will happen to the social safety net – programs that save millions of Americans from poverty and poor health?

On the campaign trail, Trump promised not to tamper with Social Security or Medicare. But many labor officials, economists and policy experts worry that the new president now may accommodate powerful GOP leaders like House Speaker Paul Ryan who long have favored “reform” measures that move toward privatization.

Serving as reminder of the remarkable success – and transformative nature – of Social Security and Medicare is an online exhibit posted by LaborArts, a New York-based organization that celebrates the contributions of ordinary Americans, the labor movement and public policy that supports working people.

The exhibit, “Defending the Social Safety Net,” is even more relevant now than when LaborArts first organized the collection of posters, photos and cartoons two years ago, said Rachel Bernstein, a historian and co-founder of LaborArts. “The

core belief in a common humanity and obligation to take care of one another has been disappearing from the conversation,” she said.

Viewers are encouraged to “look back and see what people were thinking” when safety net programs were being launched – Social Security in 1935 by President Franklin Delano Roosevelt, Medicare and Medicaid 30 years later by Lyndon B. Johnson – not as “entitlements,” Bernstein said, but vital insurance policies for which citizens pay through taxpayer contributions.

Among the most moving of the LaborArts material is a daughter’s letter to Roosevelt in 1933 imploring the president to help her elderly mother who was in failing health and had no money for care. “...please do something...” the letter writer said.

With social security, Roosevelt did. In a written note accompanying the safety net exhibit, LaborArts asks: “Have we forgotten why the programs exist?”

Note: The full “Defending the Social Safety Net” exhibit can be viewed at laborarts.org

The screenshot shows the LaborArts website interface. At the top is a red navigation bar with the LaborArts logo and menu items: About Us, Collections, Exhibits, Connect, Links, and a Search button. Below the navigation bar is a grid of content:

- OUR MISSION:** A yellow box with the text: "To document and celebrate the artistic and cultural heritage of working people and the labor movement, and encourage understanding of their often overlooked contributions to our society".
- Historical Letter:** A typed letter from Beaumont, Texas, dated July 13, 1933, addressed to President Franklin D. Roosevelt. The letter describes the plight of Mrs. Martha Gilbert, an elderly woman with diabetes and a failing mind, who has no family support and is being cared for in a hospital. The writer asks for assistance in securing an old age pension.
- Cartoon:** A political cartoon showing a man holding a sign that says "OLD AGE INSURANCE". Two other men are talking to him, one saying "COME ON! LET'S KEEP WALKING!".
- Cartoon:** A cartoon showing a large foot stepping on a small figure, with a speech bubble saying "But he can vote.".
- Photograph:** A black and white photograph of a woman sitting at a table in front of a wooden house.
- Poster:** A Spanish-language poster titled "¿Es ARTESANO?" (Is he an artisan?). It features a stylized figure of a worker and the text "FUTURO FELIZ SEGURO SOCIAL" (Happy Future Social Security). Below it says "Para información acerca del Seguro Social visita su oficina de Seguro Social." (For information about Social Security visit your Social Security office).
- Poster:** A poster titled "A monthly check to you -" for people aged 65 and older. It features an illustration of the U.S. Capitol building and a hand holding a check. The text says "FOR THE REST OF YOUR LIFE - BEGINNING WHEN YOU ARE 65". It includes instructions on how to return the application and where to get more information.



ROBERT RODRIGUEZ/ME/LABOR NOTES

Ok, President Trump, You Guys Won but We'll be Watching

It's two months after Election Day, and the impossible still is true: Donald Trump won.

Americans in hard-pressed areas voted for a candidate who promised to bring back jobs from overseas. Republicans portrayed the Democratic candidate, Hillary Clinton, as a shady operator with ties to Wall Street and the image stuck. Rapid social change alarmed many and opened them to a tough-talking guy vowing to slam on the brakes.

The old Democratic working class coalition fractured. Among the disaffected were scores of union workers – no doubt many in the GCC/IBT – who backed Trump over Clinton in the belief that even a blustery New York real estate billionaire with not an hour of government experience was a better bet than a candidate named Clinton who had been in public service for 30 years.

Yes, Clinton comfortably took the popular vote but what counts is the Electoral College. Trump won pivotal states in the Upper Midwest, grabbed Pennsylvania and held strong in the South. In all, the outcome amounted to a thundering “get lost” to the status quo.

Okay. Now what?

How will President Trump govern?

Early indications suggest Trump will back away from some of his most outlandish promises – rounding up 11 million undocumented immigrants and banning Muslims from the country, for instance – but without question he will turn the country to the right. Surely, that is what hardliners in the GOP demand.

For union members, there is plenty reason to worry.

There are a host of labor-related advances achieved during the Obama years that could easily evaporate.

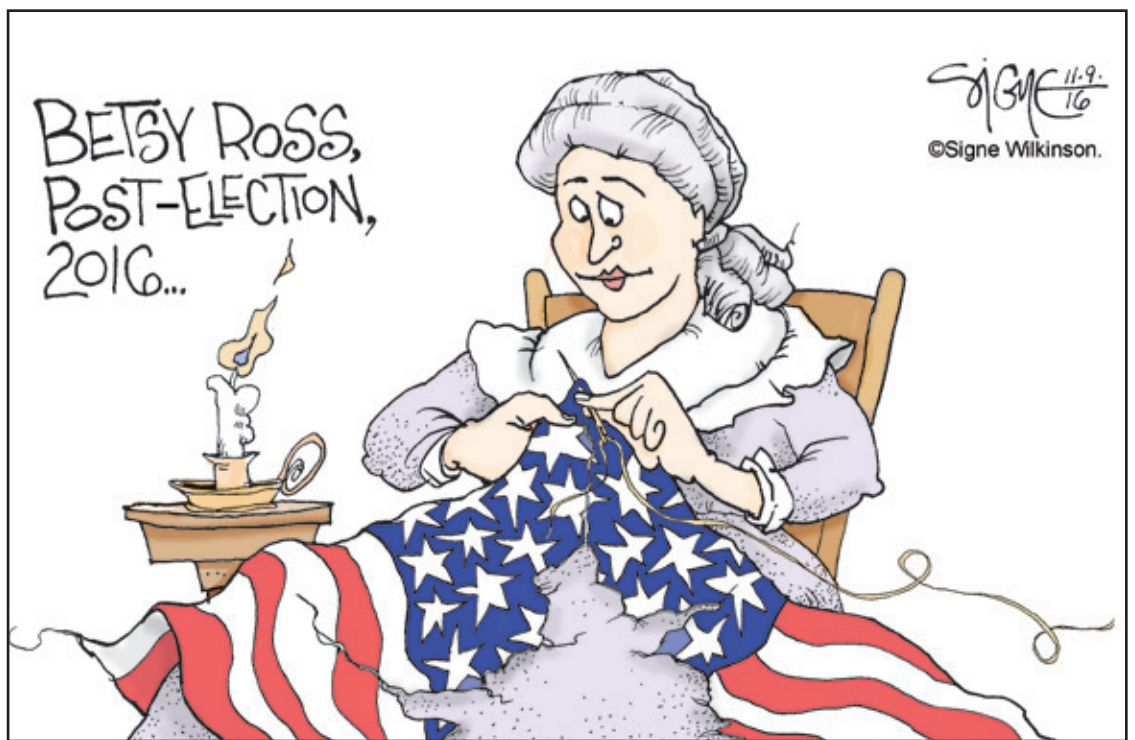
Trump promises to fill Antonin Scalia's seat on the Supreme Court with a similarly hardline conservative justice – important because many labor issues are decided by the high court. A GOP majority on the National Labor Relations Board is certain to give management an edge in disputes. Obama administration regulations guaranteeing overtime pay to workers previously denied – a provision already stalled by a federal district court judge – and another demanding that federal contractors provide sick leave? You can probably kiss those goodbye.

But hope springs eternal.

In his essay on Page 2, GCC/IBT president George Tedeschi urged that we give Trump a chance – good advice, for sure. Even a provocative individual like Trump deserves an opportunity to show he has a decent side. And there are whispers heading our way that the new president does not intend to antagonize labor – good news, if it turns out to be true.

Union members who jumped on the Trump bandwagon now must keep a sharp eye on their candidate. We all must. In our view, Trump was a risky bet. The country took a gamble. The call for change was loud and clear. And change there will be. It's not too early to tell President Trump that we're watching.

He wants to make America even greater? So do we. Here's our advice: Show respect for the hard-working people who keep this country running and don't mess with their unions.



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Point of View BY JIM HIGHTOWER

Behind GOP's Election Sweep Are Signs of Progressive Gains

Donald Trump was not elected on issues, but on anger – a deep seething fury that the economic and political elite themselves have created by knocking down the working-class majority, then callously stepping over them as if they didn't exist.

Exit polls revealed that most Trump voters don't think he's any more honest than Hillary Clinton (only 38 percent of all voters had a favorable opinion of him, with only a third saying he was qualified to be president). Also, his own voters disagree with much of his agenda (especially his grandiose wall across the Mexican border).

But his core message – “The system is rigged” by and for the elites – came through loud and clear to them, so they grabbed him like a big stick to whop the whole establishment upside its collective head.

The major message from voters was, “We want change.”

The Donald was the one most likely to shake things up (or blow things up), while Clinton clearly was the candidate of the status quo.

As a West Texas farmer told me several years ago, “status quo” is Latin for “The mess we're in.” So, change voters, including those who would normally side with Democrats, cast their ballot for the Republican.

Indeed, on specific issues, voters around the country supported very progressive changes offered to them in a variety of ballot initiatives:

– All four states that had minimum wage increases on the ballot passed them – Arizona (59 percent), Colorado (55 percent), Maine (55 percent) and Washington (60 percent). Plus, a South Dakota proposal to lower its minimum wage was rejected by 71 percent of voters.

– California and Washington passed initiatives calling for a constitutional amendment to repeal the Supreme Court's Citizen United

decision that has allowed unlimited corporate cash to flood into our elections.

– A Minnesota initiative to take away the power of state lawmakers to set their own salaries, instead creating a bipartisan citizens council to consider any increases, won a whopping 77 percent approval.

– Among election winners were many encouraging “firsts” on the progressive side: The first Indian-American woman in Congress, Pramila Jayapal of Washington state; the first Latina woman U.S. senator, Catherine Cortez Masto of Nevada; first Indian-black woman elected to U.S. Senate, Kamala Harris



of California; the first Vietnamese-American woman elected to Congress, Stephanie Murphy of Florida; the first Somali-American Muslim woman elected to state legislature, Ilhan Omar of Minnesota; the first openly gay Georgia state legislator, Sam Park; the first openly LGBT governor, Kate Brown of Oregon.

Donald Trump is in the White House, but the takeaway from voters in this election is a mandate for progressive economic populism and more diversity among public officials. ■

Printed with permission of Jim Hightower, national radio commentator and self-described “fiery” public speaker. With Susan DeMarco, he is author of “Swim Against The Current: Even A Dead Fish Can Go With The Flow” and publishes a monthly populist newsletter, The Hightower Lowdown (hightowerlowdown.org)

Investors, take a breath



I am emerging from my post-election funk long enough to write this column about how to manage investments in the time of Donald Trump

What to do? Right now the answer is nothing – not yet.

Stock market performance cannot be predicted under the best of circumstances, and these are anything but. Trump's habit of reversing policy – sometimes more than once in the same day – likely will not be a steadying force on Wall Street. Because he has offered so little detailed policy, Trump could try almost anything – on financial matters and everything else.

Until we have a better sense of where he's headed, hold still.

Some investors may think it best to sell stocks short hoping for a few quick bucks. That's a game for professionals and will cause volatility in the markets. Beware.

While Trump has bragged about all he will accomplish on "Day One," the fact is he'll need Congressional approval in most cases.

Lowering tax rates is sure to be a top priority even though cuts will mainly aid the rich and not the regular folks who assured Trump's victory. The president-elect also has vowed to lower capital gains rates. That may help some middle class investors – but hardly represents a game-changer for most Americans.

More pertinent to small investors may be the future of the Affordable Care Act – "Obamacare" as has become known.

Why?

Aside from the awful prospect of 20 million Americans losing coverage is the financial drain on individual families who, in turn, will have less money to invest on the health insurance and pharmaceutical companies whose slipping profits will affect many stock portfolios.

It may not be as easy as some Republicans think to snuff the ACA – and some party strategists may worry about voter backlash – but, count on it, the GOP will try to end Obamacare and Donald Trump will sign the death certificate.

Overall, caution is the best idea for small investors.

During the last several decades, I can only remember one time – in the 2000-2001 period – that I suggested people who owned stocks might want to sell. In that case, I was speaking about the tech sector, which was overheated and near the top.

But for more than 30 years of watching stocks soar 300 points one day and plunge 500 the next, of seeing countries and currencies collapse, of observing our own government change hands, my tip to ordinary investors has been the same: don't immediately react. You are going to have to wait it out. That advice goes double in the time of President Donald Trump. ■

Guest Spot

BY BRUCE LAMBERT

No Muzzles on the Press



Donald Trump won the presidency partly because of the media, but also despite it.

He called journalists "extremely dishonest" and restricted them to pens at his rallies. He vowed to sue when he didn't like coverage and even mocked a disabled New York Times reporter. That combativeness endeared Trump to ardent fans. They jeered the press, called them liars and yelled "lugenpresse, a Nazi slur for "lying press." A t-shirt read "Rope. Tree. Journalist. Some Assembly Required."

The irony was obvious.

While griping about coverage, Trump was a media creation – first as the reality television star of "The Apprentice," a celebrity making him the best-known Republican candidate. Then his unorthodox campaign got unprecedented free television air time. "It may not be good for America," said CBS chief Les Moonves, "but it's damn good for CBS. The money's rolling in."

As Trump's polls rose, reporters probed his questionable aspects – bankruptcies, claims that he cheated contractors, Trump University fraud, charity violations, racial bigotry, sex abuse, not paying taxes and a pattern of dishonesty like doubting President Barack Obama's citizenship.

Trump cried foul while claiming – inaccurately – that reporters were not digging into Democratic candidate Hillary Clinton, who had drawn intense scrutiny for more than 25 years. In fact, the media delved into her email fiasco, foundation conflicts, paid speeches, Benghazi issue and diplomacy record.

After Trump's remarkable November win, the media was pummeled for getting its predictions wrong. For news agencies, the experience has been humbling. Newspapers and TV are constantly in the line of fire, ridiculed on the right as the "lame stream" media, and held in low public esteem.

The print press – which still does most serious investigative journalism – has struggled for years and now must contend with fake news sites and outright falsehoods spread by social media. Thanks in no small part to Trump, for instance, millions still believe Obama is a foreigner and Muslim.

With Trump in the White House as perhaps the nation's most unpredictable president, the press needs to uphold its historic oversight mission more than ever.

Trump has made controversial appointments, many from the far right, and shown little inclination to disentangle from extensive foreign business dealings. He remains unpredictable and thin-skinned – even grumbling about Saturday Night Live skits – and tries to circumvent the media via YouTube and Twitter.

The more Trump tries to muzzle the press, the more the nation's watchdog must keep its bite. ■

Bruce Lambert was a reporter for 43 years at the New York Times, Newsday and Rochester, N.Y., Democrat & Chronicle, and a union leader at all three.

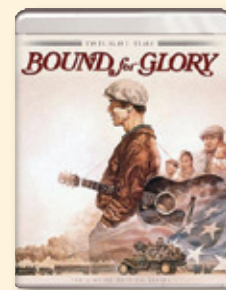
All the Best

Video

Bound for Glory

Hal Ashby, director

Folk music legend Woody Guthrie belongs on any all-star team of national heroes for his celebration of ordinary folks – their struggles, courage and perseverance. "Bound for Glory," released first in 1976 but only recently on a blu-ray CD, picks up the story of Guthrie (played by David Carradine) during the Depression years when he leaves the Dust Bowl for California. He rides the rails, picks crops and tries to organize migrant field workers. Guthrie's spirit is embodied in his famous song, "This Land is Your Land," a reminder – desperately needed after a bruising presidential political season – that we all share in the American dream and, together, account for its greatness. *Twilight Time Movies, \$29.95 (Blu-ray)*

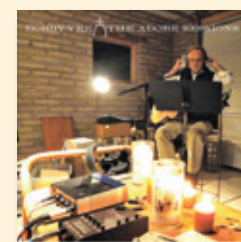


Music

The Adobe Sessions

Bobby Vee

Left without headliners after three 50s rock stars – Buddy Holly, Ritchie Valens and J. P. Richardson (the Big Bopper) – died in a 1959 plane crash, promoters of a concert in Moorhead, Minnesota, scrambled to find a fill-in. A 15-year-old kid named Robert Velline showed up with his band, wowed the audience and soon signed a recording contract. Velline – Bobby Vee – had a string of hits, including "Suzy Baby," "Take Good Care of My Baby," and "Rubber Ball," and remained a pop music stalwart for more than 50 years. Vee died in October at 73, a victim of Alzheimer's disease. His last album, "The Adobe Sessions," (2015) is a collection of sweet, countryish tunes, honest and true – like the teenage rocker who, unrehearsed, stepped onto a stage one tragic night and helped chase the blues away. *Rockhouse Productions, \$17.14, Amazon.com*

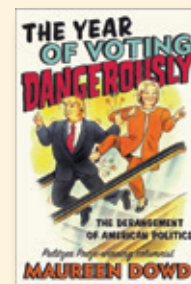


Print

The Year of Voting Dangerously: The Derangement of American Politics

Maureen Dowd

At some point last year, Donald Trump stopped speaking to New York Times columnist Maureen Dowd – not exactly big news: Trump stonewalled any number of reporters – but he should have known nothing would stop Dowd from reducing him to a cartoon character ready to "explode at any moment in a fiery orange ball." President-elect Hillary Clinton got the same rough treatment – Dowd chides Clinton for "queenly prerogatives" – but, in this snarky collection of election columns, Dowd mostly gasps at the state of American politics and the celebrity and silliness that sometimes pass for public service. *Twelve, Hachette Book Group, \$30*



Internet

Workers Independent News

www.laborradio.org

This site is the equivalent of a hardware store for the home handyman or woman – every aisle irresistible. In one section are broadcasts on topics ranging from farm workers to declining union membership. Headlines in the print section include, "What's Wrong with the TPP?" and "In Fight Against Global Slavery, Doing the Right Thing is Good Business." There is a listing of union jobs, news on continuing education opportunities and a map of radio stations around the country where WIN broadcasts can be heard. And the best part of this shopping experience? No cash register. It's all free. Grab a cart and get rolling.



What's Ahead For Unions?

see Trump differently. An AFL-CIO exit poll, for instance, showed that 43 percent of union households voted for Trump.

"We've got to get those people back," Nobles said. Unions must emphasize organizing and outreach, he said, in an effort to reassure members who voted against Clinton despite endorsements by the IBT and other major labor organizations.

Tedeschi acknowledged the challenges ahead.

"We have work to do, no doubt about it," said Tedeschi. "Thousands of union members – many who voted for President Obama in 2008 and 2012 – believe Donald Trump will make their lives better."

Labor officials, and the Democratic Party, have to regain the confidence of those voters by speaking directly to worries about stagnant pay and a tough job market, Tedeschi said. "People are worried about their future, and I don't blame them. We have to continue our fight for good jobs, decent pay and safe workplace conditions."

Lee Saunders, president of the American Federation of State, County and Municipal Employees, told Reuters. "I think it's going to be a very difficult period."

Experts identify a number of key labor issues that are of particular concern.

They include a push for more right-to-work states, which now number 26, new GOP efforts to block minimum wage increases, a turn toward the right for both the National Labor Relations Board – which, under Obama, has made it easier for unions to organize – and the U.S. Supreme Court. Alarming, as well, is Trump's labor secretary selection of Andrew F. Puzder, a wealthy fast food executive who opposes a minimum wage hike and many Obama administration worker protection initiatives.

Despite worries at the leadership level about Trump's agenda, he had powerful appeal to rank-and-file members. Part of the appeal was Trump's claim that American business is over-regulated and that he would bring needed reform, which, in turn, would boost employment.



Thomas Horn, secretary of 425-member GCC/IBT Local 137-C in Wilkes-Barre, Pennsylvania, former owner of a Subway sandwich shop, said Trump's anti-regulatory message resonated with people who run small businesses.

"Hopefully, it'll bring some jobs back," he said of a Trump presidency. "I'm hoping it works for the more regular, common people."

Mike Wilson, president of the 10-member GCC/IBT Local 444-C in Daytona Beach in the battleground state of Florida said he was surprised Trump won. But now, he said, he's optimistic that conditions in the country will improve.

"He is the pilot and we're on the plane," Wilson said of Trump. "So we don't want him to fail. You need the people behind you."

Though Trump scored an upset victory in Pennsylvania, deep blue prevailed in Philadelphia where 52.6 percent of voters cast ballots for Clinton and 43.3 percent voted for Trump.

"What I have been telling my members is that I know that a lot of the people out in the western part of the state were looking for a change and a new face," said Kurt Freeman, president of Local 14-M, Philadelphia. "I tried to impress upon them that as important as the president of the United States is, the more lasting effects come in the Supreme Court judges and the National Labor Relations Board."

District Council 3 President Israel Castro said the election should galvanize unions.

"We're going to be pushing activism, really urging members to get off the couch and show up," said the Cleveland-based leader of a district council with 2,900 members in eight states who also serves as secretary-treasurer of Local 546-M. "That's what made the labor movement but we're not winning at the ballot box anymore."

Tedeschi also sounded a call for more involvement at the local level – and urged union members to stay informed as President Trump begins his administration.

"Trump made promises about bringing jobs back to the United States and standing up for workers. It's time to deliver." ■

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

'Pain and Anger' Brought Trump Surprising Union Support

By Fred Bruning
Graphic Communicator

During his presidential campaign, Donald Trump predicted broad backing from union members even as most labor leaders – including IBT general president Jim Hoffa and GCC/IBT president George Tedeschi – opposed his candidacy.

Trump bragged of "tremendous support within unions" and claimed "the workers of this country are going to vote for me, [because] I'm going to create jobs." Stumping in New Hampshire before that state's primary, Trump declared: "... my support is really with those workers, those people. That's it - the policemen, the firemen, the construction workers, the lathers, the sheetrock workers, the electricians, the plumbers. That's where my support is - every poll shows it."

To a degree that surprised experts and defied pollsters, Trump was right.



Donald Trump earned the support of many union members despite anti-labor tactics that prompted demonstrations like these by employees of Trump Taj Mahal casino, Atlantic City.

"There is a lot of pain and anger in America now and Trump took full advantage," said Tedeschi. "He convinced working people, including plenty of union members, that he

was on their side. Voting for him was a risky bet, in my opinion. But he won and will now be our president. Let's give him a chance to show he will support working families."

According to the Huffington Post, national exit polls showed that Hillary Clinton, the Democratic nominee, won union households by eight points. But, said the online publication, that was a steep decline from 2012 when Barack Obama racked up a 16-point lead over GOP hopeful Mitt Romney.

In pivotal "rust-belt" states with heavy union membership – Pennsylvania, Ohio, Michigan and Wisconsin – "Trump likely took a much greater bite out of union households than your typical Republican," the Huffington Post noted. In each of those states, the Republican won and Fox News said that, nationwide, Clinton gained "the lowest union support for a Democrat in the past 20 years."

Trump appeared to do even better than Ronald Reagan with white male union voters, according to the Washington Post.

"His campaign strategy was to lure working-class Democrats to his cause, just the way Reagan did," the Post said. "That Reagan had already lured them was incidental. Trump insisted that he would engender the love of those blue-collar voters and win because of them."

Hints that Trump might fare well among union members were evident during the campaign.

Leaders said they were aware of a drift toward the Republican candidate despite warnings that he had a spotty labor history, favored a national right-to-work law and embraced harsh, anti-labor GOP platform positions. Included in the Republican agenda were calls for an end to card check organizing, attacks on the seniority system, and weakening the National Labor Relations Board.

"Trump was resonating with what I think were a lot of hollow promises about bringing money back from overseas but that's what stuck in the minds of people," said Kevin Toomey, secretary-treasurer of Local 3-N, Boston, who said conversations on the job indicated

continues on PAGE 16

'WE WANT TO FIND COMMON GROUND'

The following is a statement from Teamsters General President James P. Hoffa regarding the election of Donald J. Trump as the 45th President of the United States:

On behalf of the 1.4 million Teamsters, I want to congratulate President-elect Trump on his victory. Americans have voted, and we respect their choice at the ballot box. The Teamsters will work with President-elect Trump on numerous issues essential to the nation's workers in an effort to improve the lives of millions who continue to struggle to make ends meet.

For more than a year, the Teamsters have been pushing a platform that prioritizes building, maintaining and repairing the nation's faltering infrastructure – a stated priority of President-elect Trump. U.S. roads, rails, energy plants and water systems have been ignored for far too long. This country needs a plan to invest more, and we will work with the Trump Administration to craft a solution.

Additionally, the President-elect has made promises to the American people on trade and manufacturing that are important to our members. We are ready to work with him to find common ground that will benefit working families.

Finally, the Teamsters understand that workers who invest in their retirement through pensions, other savings and Social Security deserve to be able to rely on their nest eggs in their golden years. Again, we are ready to work with him to formulate a plan that allows seniors to live with dignity.

Hoffa Wins 'Close' Election; Tedeschi Gains New Term

In fall elections, voters returned top Teamster officers – including general president James Hoffa and general secretary-treasurer Ken Hall – to their posts and GCC/IBT president George Tedeschi earned a new term as an at-large IBT international vice-president.

“I am honored and grateful to serve this fine union and its outstanding members,” Tedeschi said. “The labor movement faces difficult tests and I will do my utmost to protect working people and keep the middle class strong. A heartfelt thanks for your support.”

Also decided in balloting were six other vice-presidents at-large, international trustees and international vice presidents in the eastern, southern and central regions. International vice presidents in the western and Canadian regions were elected by acclamation at the 2016 International Convention in June.

“This was a hard-fought campaign and a historically close election,” Hoffa said. “Though we have many challenges before us, now is the time to join together as brothers and sisters and stand strong against those who would destroy the labor movement and deny workers the gains they have struggled to achieve. We will continue to lead the fight to organize the unorganized, ensure strong health care, good wages, a secure retirement and holding employers and politicians accountable.”

Hoffa first took office following his victory in December 1998 and was re-elected in 2001, 2006 and 2011. By winning this week, Hoffa is elected to another five-year term that will begin in mid-March 2017.

Looking toward their next term as IBT leaders, Hoffa



GCC/IBT leader George Tedeschi, left, joined IBT General President James Hoffa in pledging to ‘stand strong’ and protect the labor movement from those who would destroy it.

and Hall pledged continued progress in national bargaining, organizing and political action. Hall said 2017 “will be a watershed year for Teamsters and for this nation.” He added: “The Teamsters Union will continue to be a force for change and will lead our nation in efforts to improve the lives of working families.”

In addition to Tedeschi, Hoffa and Hall, the 2017-2022 IBT general executive board members are:

International Vice Presidents At-Large: Greg Floyd, president, Local 237, New York; George Miranda, secretary-treasurer, Local 210, New York; John F. Murphy, secretary-

treasurer, Local 122, Boston; Fred Potter, president, Local 469, Hazlet, New Jersey; Fred Simpson, president, Brotherhood of Maintenance of Way Employees, Novi, Michigan; Steve Vairma, secretary-treasurer, Local 455, Denver.

Canadian Region Vice Presidents: Francois LaPorte, president, Teamsters Canada, Laval, Quebec; Stan Hennessy, president, Local 31, Delta, British Columbia; Craig McInnes, president, Local 938, Mississauga, Ontario.

Western Region Vice Presidents: Rome Aloise, secretary-treasurer, Local 853, Oakland; Ron Herrera, secretary-treasurer, Local 396, Covina; Rick Middleton, secretary-treasurer, Local 572, Carson. All are in California.

Eastern Region Vice Presidents: Bill Hamilton, president, Local 107, Philadelphia; Dan Kane Sr., Local 202, New York; Sean O’Brien, president, Local 25, Boston.

Central Region Vice Presidents: Bill Frisky, secretary-treasurer, Local 964, Brook Park, Ohio; Tony Jones, president, Local 413, Columbus, Ohio; Bob Kopystynsky, Local 710, Mokena, Illinois; Avral Thompson, vice president, Local 89, Louisville, Kentucky.

Southern Region Vice Presidents: John Palmer, Local 657, San Antonio, Texas; Kimberly Schultz, president, Union 2011, Sarasota, Florida.

International Trustees: Jim Kabell, secretary-treasurer, Local 245, Springfield, Missouri; Kevin D. Moore, president, Local 299, Detroit; Denis Taylor, president, Local 355, Baltimore.

The IBT Communications Department contributed to this story.



NY TIMES RAISES CONCERNS ABOUT TRUMP VIEW OF NLRB

Donald Trump’s approach to labor issues has yet to be revealed but the New York Times warned that the new administration could be on a collision course with the National Labor Relations Board.

In an editorial exploring what it called the “tangled web” of Trump’s business empire, the Times noted that Trump’s history as a developer with vast wealth and real estate holdings makes the labor board a particular concern.

“...the people he appoints to the [NLRB] will be in charge of investigating complaints by workers at his hotels and golf courses. The board on Nov. 3 ordered the Trump International Hotel Las Vegas to bargain with a union representing its house-keeping staff, maintenance workers and other employees.

“Will a board made up of Trump appointees choose to enforce similar decisions? Will the Justice Department be willing to investigate and bring cases against his businesses for, say, racially discriminatory actions? The fact is, any decision by the labor board – or by any agency in the Trump administration – that affects the Trump business would be tainted by a conflict of interest.”

As the Times indicates, Donald Trump presents unusual challenges for organized labor. It will be the job of union members and their leaders to stay alert – in regard to the NLRB, and all policy matters affecting the union movement and American workers. Said GCC/IBT President George Tedeschi: “We’ll be watching.”

Clinton Kept Union Vote in West

By Dawn Hobbs
Special to the Communicator

Donald Trump carried 30 states in his surprising presidential victory but not the West Coast where California, Oregon and Washington remained solidly blue and union members were more inclined to stick to their Democratic roots, labor leaders say.

Union support held strong for Democratic presidential candidate Hillary Clinton in states bordering the great Pacific, in part, GCC/IBT leaders say, because of Trump’s “You’re Fired!” agenda and the historically left-leaning politics of this part of the country.

“The political centers, federations and unions on the West Coast are more outspoken and progressive,” said John Walsh, member of Local 747-M, Seattle, who lives in Oregon.

“Plus there is the composition of the union membership and whether their interests are more clearly threatened by the Trump agenda and rhetoric,” said Walsh, a human rights activist who has traveled to Colombia as a gesture of support for union organizers who face danger and harassment in that Latin American nation. “A lot of West Coast workers are immigrants and have more of a consciousness regarding rights for everyone.”

In California, Clinton garnered 66 percent of union household votes and 61.6 percent of the general population vote compared to Trump’s 32.8 percent. California – one of the most racially diverse states in the country – has a long history of supporting pro-worker positions.

Clinton did similarly well with the general population vote in the state of Washington with 54.4 percent and in Oregon with 51.7 percent.

However, even on the left-leaning West Coast, there was division in union ranks.

Brian Earl, former president of GCC/IBT Local 747-M who now lives on the East Coast and is a member of Local 14-M, Philadelphia, said it was clear that some union members, including those in the GCC/IBT, voted for Trump.

“I think they were operating in a pure emotional and political environment,” Earl said. “They were fired up and angry — and not looking at the issues and their own self-interests. We need to keep our members focused.”

Trump’s anti-establishment rhetoric and his stance on trade deals resonated with many workers, union sources acknowledged. Union leaders must pay attention to those grievances, Walsh said.

“It is crucial we hear them out and constructively deal with the issues underlying what happened, but not in a way that spawns hostility,” he said.

At the same time, both Earl and Walsh said, members must keep tabs on Trump and Republicans on Capitol Hill, who may be tempted to pursue a punishing anti-union agenda that includes passage of a national right-to-work law and steps to weaken the National Labor Relations Board.

Walsh expressed similar sentiments in a post-election radio discussion, “Labor Against Trump,” broadcast in Portland, Oregon. The show, on WBOO-FM, a community-supported station, can be accessed via computer at <http://www.kboo.fm/media/54126-labor-against-trump>. Walsh is heard at the 29-minute mark.

After a bruising and divisive election, Walsh said, it is essential that union members close ranks and demonstrate solidarity.

“We have to organize internally and have a strong membership that stands by each other and their community.”



‘Massive Experiment’ to Aid Workers, Schools

Despite the lurch toward conservatism in many parts of the country that propelled Donald Trump into the White House, progressive forces on the West Coast are pushing an opposite agenda that seeks to aid low-income workers, boost revenue for schools and municipal budgets and make certain corporations and high earners pay their fair share.

In what the Washington Post called a “massive economic experiment,” measures in California, Washington state and Oregon were tested on election day. Two of three passed and activists say they are not done yet.

California voters okayed Proposition 55, a measure that extends a law passed in 2012 imposing higher taxes on wealthy residents to compensate for treasury losses during the recession. The provision means single-filers earning more than \$263,000 and joint-filers making more than \$526,000 will pay 10.3 percent income tax through 2030, according to the Los Angeles Times. Millionaires will be socked for 13.3 percent.

“California voters have once again stood up for our children and schools in approving Proposition 55 to protect critical funding for education and keep vital services intact,” said Jennifer Wonnacott, spokeswoman for the group, Yes on 55, in a statement.

Also succeeding was a measure in Washington that boosts the state’s minimum wage to \$13.50 an hour by 2020. Localities can exceed that amount as has been the case in the community of Sea-Tac outside Seattle. Minimum wage there is \$15 an hour.

“...in Washington state, we want an economy that works for everyone, not just those at the top,” said Carlo Caldirola-Davis of the group Raise Up Washington, in an election night statement.

Only in Oregon, did reform movement advocates fall short.

Voters rejected Measure 97, a proposal to hit certain corporations with a 2.5 percent



tax on gross annual sales that exceed \$25 million. Revenue would have been spent on education, health care and senior services, according to The Oregonian, Portland’s daily newspaper.

Business interests opposed the initiative. Public service unions and other labor organizations were in favor. Together, they set a record for campaign spending in the state, the Oregonian said. Though the measure enjoyed public support at first, voters finally rejected the measure fearing that consumers would end up paying if companies were taxed at a higher level.

Despite the Oregon defeat, West Coast reformers are likely to continue trailblazing steps that buck the country’s rightward drift and challenge Republican trickle-down economic theory.

“The thing that people need to believe, and know, is we really can make large corporations pay,” said Ben Unger of the union-backed group, Our Oregon, according to the Washington Post. “Even if we lost, we still have the core foundation of the right approach.”

Right-to-work Bid Defeated

Virginia voters defeated a state right-to-work initiative backed by big business interests that would have permanently enshrined the anti-worker measure in the state constitution.

Organized labor rallied against the proposal known as “Constitutional Amendment Question 1” and the measure lost in the November election.

A right-to-work law has been on the books in Virginia since 1947 but state Republicans and corporate allies wanted to make it impossible to overturn the statute without passage of yet another constitutional amendment – highly unlikely.

Unions were “trying to build a retaining wall in Virginia and elsewhere against an anti-labor tide that began in 2012 with key victories for conservatives and business groups in the Midwest,” said the Washington Post, noting that right-to-work laws are on the books in 26 states.

Workers in right-to-work states make approximately \$6,100 less annually than in other states, according to AFL-CIO research, median income is approximately \$8,100 lower and more jobs are in low-wage occupations.

GCC/IBT leaders consistently warn about the surge in right-to-work sentiment and note that Republican lawmakers have placed high priority on passage of such measures as a means of further undercutting union strength.

“Labor won a significant victory in Virginia, but the situation is still worrisome,” said GCC/IBT president George Tedeschi. “Four states have passed right to work laws since 2012 and corporate interests would like nothing more to see the trend expand.”

CHARGES IN CASTILE CASE



Philando Castile

A police officer who fatally shot 32-year-old Teamster Philando Castile during a traffic stop in suburban St. Paul, Minnesota last summer, faces charges of second-degree manslaughter

Prosecutors said policeman Jeronimo Yanez used unwarranted force in the encounter with Castile, a widely beloved school cafeteria manager, and that “no reasonable officer” would have resorted to gunfire in such circumstances, according to news accounts.

The shooting on July 6 prompted days of protest and a call from the IBT for a “transparent and fair” investigation.

Castile, 32, a 14-year member of Minnesota IBT Local 320 which represents public and law enforcement employees, died of gunshot wounds after being pulled over in the suburb of Falcon Heights, Minnesota.

Commenting after the incident, IBT general president James Hoffa said: “We must continue to address issues of racial and economic inequality to ensure that tragedies such as Brother Castile’s death cease to occur.”

‘Contingents’: Low Pay, Few Rights

In a shifting global economy, work is changing, too.

Employers are scrambling to boost the bottom line. Workers are taking whatever they can get.



An important element of the emerging job market is called “contingent work” – temporary employment, day labor, on-call assignments. According to government figures, something like 8 percent of the work force is “contingent.”

And there’s a problem.

Workers in the “contingent” category lack the protections of traditional, full-time employment, according to a report by the Jobs with Justice labor advocacy group.

“This kind of arrangement is sometimes...referred to as ‘precarious work’ to signify the insecure nature of contingent work,” Jobs with Justice said.

Often “contingents” work for “lower pay, weak benefits, fewer rights, unpredictable hours and an indirect relationship with their ‘real boss,’” the report says.

Many “contingents” are in the guest worker visa program, Jobs with Justice said, but the category includes a range of employment situations.

For instance, researchers said, a majority of college faculty are adjunct instructors who do not know whether they will be employed one semester to the next – a “dramatic shift” from a time when nearly 80 percent of college teachers were tenured or on tenure track.

There’s another new term in the marketplace – “fissured work.”

It refers to jobs that “fall between traditional and contingent employment,” Jobs with Justice said. Examples are the people who work in warehouses supplying big outfits like Walmart but do not get a paycheck from the parent company. Same for McDonald’s workers hired by a fast-food franchise holder or hotel housekeepers paid by a contractor instead of the hotel owner.

The “on-demand” economy allows companies to “reap the profits” while “divesting themselves of the responsibilities” of full-time employers, said the report.

Jobs with Justice calls for “contingents” and “fissure” employees to be protected by labor and employment laws characteristic of “modern work arrangements.”

New arrangements should not put employees at a disadvantage. “Just because the nature of work is changing...working Americans should not have to accept that their job standards subside,” said the labor group. “While work changes, the need for a fair return on work endures.”



CREDIT: GSA.GOV

NEWS-PRESS IN COURT AGAIN

GCC/IBT leaders are awaiting a decision from a federal Court of Appeals regarding the outcome of numerous unfair labor practice charges against the embattled Santa Barbara News-Press — including bad faith bargaining, use of temporary employees to undercut the bargaining unit and the illegal firing of two more workers.

This latest case has the potential to result in monetary awards for employees who should have received annual merit raises since the company abruptly stopped the long-established practice immediately after the union won a secret-ballot representation election in 2006.

A favorable decision would also provide for the union to receive bargaining expenses it has incurred since 2007.

While eight reporters unjustly terminated for union organizing just marked the 10-year anniversary of their dismissal, the GCC/IBT continues its fight against the paper's multimillionaire owner, Wendy McCaw, who the union says is guilty of many subsequent labor law violations.

The D.C. Circuit of the U.S. Court of Appeals is expected to issue its decision by February.

"We are optimistic that we will achieve a good outcome on this appeal, and at least a substantial measure of justice for certain individual employees, and for the newsroom as a whole, at long last at the Santa Barbara News-Press," said union attorney Ira Gottlieb.

A positive decision in this case would also set up yet further prosecutions against the News-Press for unfair labor practices, including illegal withdrawal of recognition of the union and unilateral changes to benefits and health insurance contributions.

VOTE DRIVE PROVES 'VALUABLE EXPERIENCE'

In an effort to stave off the anti-worker agenda of the Republican Party, GCC/IBT locals across the country worked hard to encourage union members to fill out voter registration and absentee ballot forms — and vote for Democrat Hillary Clinton in the fall presidential election.



The campaign fell short but the experience was valuable, leaders say.

Working with Iowa Democrats, John Higgins, president of GCC/IBT Local 518-M, Davenport, and others from his local participated in numerous "Get out the Vote" activities.

"It was important for people to get out and vote because of the radical differences between the parties," Higgins said. "One wanted to build upon the advancements we made in health care, tolerance and equality — while the other opposed them."

Results were disappointing — and, in ways, confounding.

Higgins said he and other leaders were "stunned to see the number of people who voted against their own self-interests."

Now, the focus should be on repairing the damage caused by this election, he said.

"Our hope now," he said, "is that the incoming president recognizes the need to bring the country back together and return to the core of our nation's strength which is unity — blind to color, creed and economic status."

TRAINING GIVES MEMBERS A 'VOICE'

Veteran GCC/IBT organizers have been teaching workers not only to increase solidarity at the local level, but how to recruit new members at a time when building strength is critical to the survival of unions, officials say.

"We have a huge opportunity and responsibility at this moment in history," said Rickey Putman, GCC/IBT organizer, who has been conducting trainings with colleague Rick Street. "With more workers in this country feeling abused and needing a way to deal with the constant attacks on their benefits and wages, we are seeing more people wanting a voice in their workplace."

The trainings tap into a tried, but true approach: Encouraging members to spread the union message outside their own shops — even to small businesses.

"It's great to organize the large shops, but we must recognize that this conference was built by organizing the small shops in their local area," Street said, adding: "We need to develop an attitude that 'every member counts.'"

The trainings are intended to generate enthusiasm — and they do, according to Kurt Freeman, president of District Council 9 and Local 14-M, Philadelphia.

"Members were excited by the prospect of bringing in new members," said Freeman after a DC9 training session that drew more than 20 participants.

There also was a positive response following a session for GCC/IBT District Council 3, attended by approximately 30 members.

Israel Castro, president of DC3, said the "training started a spark that we hope turns into a fire." He said those who took part came away with a renewed sense of purpose. "Our members are getting in this fight with us and that makes a huge difference."

For more information about the trainings, contact Rick Street at 202-230-9787 or Rickey Putman at 202-257-2200.



EASTERN CONFERENCE, MAY 7-9

The North American Eastern Conference will be held May 7-9 at Harrah's Resort in Atlantic City, New Jersey.

Speakers will address federal mediation, grievance and arbitration procedures, pension plans and contract updates. There will be vendors from banks, dental plans, Horizon Health Care and a union jacket and shirt printer.

Invitation letters and registration forms are being sent to Eastern Conference locals.

"This conference will be educational, informational and entertaining," said Harry Selnow, Eastern Conference vice president and president of GCC/IBT Local 612-M, Caldwell, New Jersey. "We are looking forward to seeing old friends and making some new ones," Selnow said.

For more information, call Selnow at 973-227-6801.



'HOPE' FOR NEEDY CHILDREN

Union members from more than a dozen companies in the Chicagoland area faced off again this last year in the annual GCC/IBT Local 415-S Toys for Tots holiday drive.

Workers at Calumet Carton Co., South Holland, Illinois, won the competition for the fourth year in a row.

Local 415-S members donated approximately 1,000 toys, which were picked up by the U.S. Marines and distributed to needy families around Chicago.

"This unites all of our locals in a common cause each year," said Sergio Franco, Local 415-S secretary-treasurer. "With this friendly competition, the total number of toys donated by our members grows every year."

Franco said union families enjoy good wages and benefits but many children in the greater Chicago area are not so fortunate.

"We want these kids to know that there's hope for them," Franco said, "and that there are people who care about them."

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

Les leaders syndicaux « espèrent le meilleur » sous l'ère Trump

Par Zachary Dowdy
Collaboration spéciale au Communicator

Selon les experts et les leaders de longue date de la CCG-FIT, la victoire de Donald Trump en novembre risque de se répercuter dans les rangs syndiqués au cours des prochaines années.

Si bon nombre de leaders estiment qu'un « populiste » républicain sans expérience politique va mettre en péril les avantages syndicaux durement gagnés, d'autres espèrent que les politiques de Trump – plus précisément ses positions sur le commerce et l'immigration – vont redonner du travail aux Américains.

Les leaders syndicaux n'ont pas une position unique. Certains sont alarmés, d'autres inquiets mais dans l'expectative. James Hoffa, le président général des Teamsters, a déclaré que la FIT était prête à « collaborer avec le président élu Trump sur de nombreux enjeux essentiels pour les travailleurs de la nation afin d'améliorer les conditions de vie de millions de personnes qui continuent de lutter pour joindre les deux bouts ».

George Tedeschi, le président de la CCG-FIT, a lui aussi dit espérer le meilleur. « Donald Trump est notre président et nous sommes obligés de faire tout ce que nous pouvons pour avoir des relations productives et harmonieuses ».

Un certain nombre de leaders de la CCG-FIT – dont ceux des États charnières de la rust belt qui étaient censés assurer à la démocrate Hillary Clinton une victoire facile – estiment que la percée de Trump parmi les cols bleus aura un impact sur le mouvement syndical et la politique qui ira bien après sa présidence.

« Nous devons espérer le meilleur et nous attendre au pire », a déclaré Steve Nobles, président de la section locale 2289-M (600 membres) à Détroit.

Les résultats de l'élection ont clairement montré que de nombreux syndiqués et travailleurs américains perçoivent Trump autrement. Selon un sondage de la FAT-CIO mené à la sortie des bureaux de scrutin, par exemple, 43 pour cent des ménages syndiqués ont voté pour Trump.

« Nous devons récupérer ces gens », a affirmé Nobles. Les syndicats doivent mettre l'accent sur l'organisation et la sensibilisation, a-t-il dit, afin de rassurer les membres qui ont voté contre Clinton malgré les prises de position de la FIT et des autres grandes organisations syndicales.

G. Tedeschi a reconnu les défis à venir.

« Chose certaine, nous avons du pain sur la planche. Des milliers de syndiqués – dont beaucoup ont voté pour le président Obama en 2008 et 2012 – pensent que Donald Trump va améliorer leurs conditions de vie. »

Les dirigeants syndicaux et le parti démocratique doivent regagner la confiance de ces électeurs en abordant directement les sujets qui les inquiètent, soit la stagnation des salaires et la dureté du marché du travail, a indiqué G. Tedeschi. « Les gens sont inquiets pour leur avenir et je ne les blâme pas. Nous devons continuer à nous battre pour avoir de bons emplois, un salaire décent et des lieux de travail sécuritaires. »

Selon les experts, il y a un certain nombre d'enjeux syndicaux qui sont particulièrement préoccupants : les pressions pour qu'il y ait davantage d'États favorables au droit de travailler, le regain d'efforts de la part des répub-

licains pour bloquer l'augmentation du salaire minimum, et le virage à droite du Conseil national des relations du travail et de la Cour suprême des États-Unis. C'est tout aussi alarmant que Trump ait choisi comme secrétaire au Travail Andrew F. Puzder, un riche dirigeant d'une chaîne de restauration rapide qui s'oppose à l'augmentation du salaire minimum et à de nombreuses initiatives menées par l'administration Obama afin de protéger les travailleurs.

En dépit des inquiétudes que son programme suscite au niveau de la direction, Trump a vraiment réussi à séduire les travailleurs syndiqués en affirmant notamment que le monde des affaires américain est trop réglementé et qu'il allait introduire les réformes voulues, ce qui aura pour effet de créer des emplois.

Pour Thomas Horn, secrétaire de la section locale 137-C (425 membres) de la CCG-FIT à Wilkes-Barre, en Pennsylvanie, et ancien propriétaire d'une enseigne de restauration rapide Subway, la position de Trump contre la réglementation a eu un écho chez les exploitants de petites entreprises.

« Cela va, espérons-le, ramener les emplois, a-t-il dit à propos de la présidence Trump. J'espère que cela fonctionnera pour les gens plus ordinaires. »

Mike Wilson, président de la section locale 444-C (10 membres) de la CCG-FIT à Daytona Beach, dans l'État charnière de la Floride, s'est dit surpris que Trump ait gagné. Mais il est convaincu à présent que la situation du pays va s'améliorer.

« Il est le pilote et nous sommes dans l'avion. Nous ne voulons pas qu'il échoue. Les gens doivent être derrière lui. »

En dépit de la victoire dérangeante de Trump en Pennsylvanie, le bleu démocrate a dominé à Philadelphie où 52,6 pour cent des électeurs ont voté pour Clinton et 43,3 pour cent pour Trump.

« Comme je l'ai dit à mes membres, je sais qu'il y a beaucoup de gens dans l'ouest de l'État qui voulaient du changement et une nouvelle tête, a dit Kurt Freeman, président de la section locale 14-M à Philadelphie. J'ai essayé de leur faire comprendre que, quelle que soit l'importance du président des États-Unis, les effets plus durables proviennent des juges de la Cour suprême et du Conseil national des relations du travail. »

Pour Israel Castro, président du conseil de district no 3, l'élection devrait galvaniser les syndicats.

« Nous allons pousser l'activisme, et vraiment insister pour que nos membres bougent et se montrent, a déclaré le leader d'un conseil de district basé à Cleveland qui compte 2 900 membres dans huit États et secrétaire-trésorier de la section locale 546-M. Le mouvement syndical est fondé là-dessus, mais nous ne remportons plus aucune élection. »

G. Tedeschi a aussi prôné une plus grande implication au niveau local – et exhorté les syndiqués à se tenir informés alors que le président Trump entame son administration.

« Trump a promis de ramener les emplois aux États-Unis et de prendre le parti des travailleurs. Il a incontestablement remporté l'élection. C'est le temps de passer aux actes. »

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

Presten atención a la campaña y hagan que sus votos cuenten

Por Zachary Dowdy
Especial para The Communicator

La victoria conseguida por Donald Trump en noviembre tendrá probablemente un efecto dominó a todos los niveles del movimiento sindical durante años, según líderes expertos y veteranos de GCC/IBT.

Si bien muchos líderes dicen que un republicano "populista" sin experiencia de gobierno pondrá en peligro los beneficios por los que tanto han luchado los sindicatos, otros abrigan la esperanza de que las políticas de Trump, especialmente sus posturas en materia de comercio e inmigración, puedan volver a traer empleo a los trabajadores de Estados Unidos.

Los líderes sindicales no han adoptado una opinión unánime. Algunos lo miran con alarma. Otros se muestran cautelosos pero optimistas. El presidente general de los Teamsters, James Hoffa, declaró que la IBT estaba dispuesta a "trabajar con el presidente electo Trump en muchas cuestiones esenciales para los trabajadores del país, a fin de mejorar las vidas de millones que continúan luchando para llegar a fin de mes."

El presidente de GCC/IBT, George Tedeschi, dijo que tenía esperanzas. "Donald Trump es nuestro presidente y tenemos obligación de hacer todo lo que podamos para establecer una relación productiva y armoniosa."

Varios líderes de GCC/IBT, tales como los de los estados más disputados del cinturón manufacturero del país, el llamado "Rust Belt", donde se esperaba que la demócrata Hillary Clinton triunfara con facilidad, dicen que el impacto de la repentina popularidad de Trump entre los trabajadores manuales se hará sentir en el mundo laboral y en la política mucho más allá de su presidencia.

"Tenemos que esperar lo mejor y prepararnos para lo peor", dijo Steve Nobles, presidente de la Local 2289-M de Detroit, que cuenta con 600 afiliados.

Los resultados de las elecciones han dejado claro que muchos trabajadores y miembros de los sindicatos ven a Trump de maneras diferentes. Por ejemplo, una encuesta realizada por AFL-CIO entre las personas que acababan de votar, indicó que en los hogares de los trabajadores sindicalizados el 43 por ciento votó por Trump.

"Tenemos que recuperar a esos votantes", dijo Nobles. Los sindicatos tienen que concentrarse en tareas de organización y acercamiento para sembrar confianza entre los miembros que votaron en contra de Clinton a pesar de que la respaldaban IBT y otras grandes organizaciones sindicales.

Tedeschi reconoció los retos con que habrá que enfrentarse.

"Tenemos mucho trabajo por delante, de eso no cabe duda", dijo Tedeschi. "Miles de trabajadores sindicalizados, muchos de los cuales votaron por el presidente Obama en 2008 y 2012, creen que con Donald Trump mejorarán sus vidas."

Los directivos sindicales, y el Partido Demócrata, tienen que volverse a ganar la confianza de esos votantes identificándose con sus preocupaciones por el estancamiento de los salarios y el difícil mercado laboral, dijo Tedeschi. "La gente está preocupada por su futuro, y con mucha justificación. Es preciso seguir luchando por buenos empleos, salarios dignos y condiciones saludables en el lugar de trabajo."

Los expertos identifican los principales aspectos que mayores preocupaciones causan en el mundo laboral: la presión por aumentar el número de estados que reconozcan el derecho a trabajar sin afiliarse

a un sindicato existente, la intensificación del esfuerzo de los republicanos por bloquear los aumentos del salario mínimo, el viraje a la derecha de la Junta Nacional de Relaciones Laborales y la Corte Suprema. Igualmente preocupante es la selección para el cargo de Secretario de Trabajo de Andrew F. Puzder, un adinerado ejecutivo del sector de la comida rápida que se opone al aumento del salario mínimo y a muchas de las iniciativas de la administración de Obama para la protección de los trabajadores.

A pesar de los recelos que suscitaba su programa entre los líderes, Trump ejerció una poderosa atracción entre la membresía. Parte de su atractivo se debía a sus afirmaciones de que las empresas están excesivamente reglamentadas y que él introduciría las reformas necesarias, las cuales a su vez estimularían el empleo.

Thomas Horn, secretario de la Local 137-C de GCC/IBT en Wilkes-Barre, Pennsylvania, que cuenta con 425 miembros, y expropietario de una sandwichería, dijo que el mensaje antireglamentario de Trump era impactante para los propietarios de pequeños negocios.

"Esperemos que consiga volver a crear empleo", dijo refiriéndose a la presidencia de Trump. "Espero que dé resultados para las personas comunes y corrientes."

Mike Wilson, presidente de la Local 444-C de GCC/IBT en Daytona Beach, en el disputado estado de Florida, que cuenta con 10 miembros, dijo que le sorprendió la victoria de Trump. Pero dice que ahora se siente optimista y espera que mejoren las condiciones en el país.

"Él es el piloto y nosotros vamos en el avión", dijo Wilson refiriéndose a Trump. "Así que no queremos que fracase. Es necesario que la gente le respalde."

Aunque Trump obtuvo un éxito inesperado en Pennsylvania, los demócratas ganaron en Filadelfia, donde el 52.6 por ciento de los votantes optaron por Clinton y el 43.3 por ciento por Trump.

"Lo que les he estado diciendo a mis miembros es que sé que en el oeste del estado mucha gente estaba buscando un cambio y una cara nueva", dijo Kurt Freeman, presidente de la Local 14-M en Filadelfia. "Traté de hacerles ver que por muy importante que sea el presidente de los Estados Unidos, los efectos más duraderos los producen los jueces de la Corte Suprema y la Junta Nacional de Relaciones Laborales."

El presidente del Consejo del Distrito 3, Israel Castro, dijo que el resultado de las elecciones debe mover a la acción a los sindicatos.

"Vamos a estar haciendo mucho activismo, urgiendo realmente a los miembros a que se levanten de sus sillas y vengán a participar", dijo el líder que, basado en Cleveland, preside un consejo distrital con 2,900 miembros en ocho estados y es también secretario-tesorero de la Local 546-M. "Así fue como se formó el movimiento laboral, pero ahora ya no estamos ganando en las urnas."

Tedeschi hizo también un llamamiento a una mayor participación a nivel local, y pidió a la membresía que se mantuviera informada cuando el presidente Trump tome las riendas de la administración.

"Trump prometió que volvería a traer empleos a Estados Unidos y que lucharía por los trabajadores". Ha ganado limpiamente las elecciones. Es hora de que cumpla con lo prometido."

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

In Memoriam

Listed here are GCC/IBT members for whom death benefits were paid, according to the Membership Department of the office of the GCC/IBT secretary-treasurer. Locals wishing to list members who died but did not participate in the death benefits program should contact the Graphic Communicator.

Local	Date of Death	Local	Date of Death	Local	Date of Death
Death Benefit Claims Paid August 2015					
1B Bernice C Campbell	03-10-15	119B Angel Mendez	07-10-15	572T Donald D Kennedy	07-24-15
1L John B Boodakian	06-24-15	119B Michael Radelich	07-28-15	577M Rosemary Grubisic	10-17-12
1L James J Raven	07-02-15	235M Siegfried Jourdan	06-08-15	577M Roger W Kirk	05-06-15
1L Matthew Rech	05-23-14	235M Dal M Sell	07-13-15	577M Russell C Paulin	07-18-15
1L David Louis Rossi	07-05-15	261M Richard J Helda	06-28-15	577M Phillip E Schmidt	02-25-15
1M Harley D Harms, Sr	09-02-13	261M Patrick F Kelly	07-05-15	577M Donald J Thome	06-16-15
1M Earl J Lisk	07-20-15	285M James E Deboard	06-10-15	577M Charles E Topel	04-30-15
1M Ralph A Nachtsheim	06-09-15	285M Robert P Thompson, Sr	07-11-15	600M Helen Butler	04-13-01
1M Clayton L Piepkorn	07-14-15	285M William S Wolfe	07-15-15	600M Cecil W Collins	04-24-15
2N Kevin Donohue	11-17-14	458M Fred Angeletti	07-16-15	600M Mary T Farrell	07-15-15
2N Michael J Kilpatrick	06-21-15	458M Walter M F Brunk	07-14-15	600M Alice E Wrobel	07-15-15
3N Dennis W Cheetham	07-08-15	458M Robert L Buege	11-13-14	619M Claude E Fetter, Jr	07-06-15
3N Richard P Paquette	06-08-15	458M Thomas R Dunne	06-19-15	625S Frederick B Barger	07-24-15
4C Jay E Charles	12-29-14	458M Jesse R Graziani, Jr	07-18-15	625S Donald B Smith	01-18-15
4C Rita De Clerico	07-01-15	458M Pearl Krawiec	07-15-15	853T John J Noonan	05-12-15
4C Stanley J Kozlosky	05-25-15	458M William J Metallo	07-16-15	999ML Lillian E Ehrhardt	02-10-15
14M Rudolph W Harris	12-21-14	458M Douglas A Mitchell	07-05-15	999ML Ruby Irene Green	07-27-15
14M Thomas F Mcculley	06-11-15	458M Joseph F Ries	07-04-15	999ML James C Lively	09-06-14
14M Fred C Thompson Jr	11-16-14	458M Esther Sanchez	05-07-15	999ML Robert F Mohr, Sr	06-04-15
14M Catherine Wildonger	07-11-15	458M Edward R Selden	06-26-15	999ML Linda A Smith	08-02-14
16C George E Shanks	04-26-15	458M Claire Rita Tinney	09-14-14	999ML Robert E Wharton	07-03-14
17M Freddy L Tribby	07-08-15	508M Marchelle C Foster	06-24-15	999ML Richard G Young	07-04-15
24M Paul R Russman, Sr	07-10-15	508M Claudette Hopkins	07-08-15	2289M Donald F Faustich	07-17-15
72C Frank Stanton, Jr	10-15-14	508M Nikki L Smith	06-12-15	2289M Ronald R Klingensmith	07-04-15
77P Gary R Clifford	07-07-15	527S William W Ivey	07-29-15		
77P William L Resch	07-04-15	543M Albert L Owens	06-28-15		
77P William P Weber	05-31-15	555M Gilles Boyer	06-23-15	1B Lorraine M Franzen	08-08-15
77P Anthony Woods	12-20-12	555M Jacinthe Lorange	07-17-15	1B Ronald G Franzen	08-05-15
100M Charles R Smith	04-18-15	555M Gerald Schmidt	05-20-15	1B Dorothy E Korba	07-25-15
119B Dorothy M Boyd	02-15-15	568M Alberta Fern Priest	02-08-15	1C Paul D Aker	06-11-15
		571M Wayne A Rhoades	07-16-15	1L Carl E Anderson Jr	08-26-15
		572T Rogelio N Faraon	07-21-10		
		572T Ray R Harp Jr	04-11-15		

1L Henry L Calvaruso	07-02-15	100M James Allen	07-22-15
1L Ronald D'Aniello	02-08-15	100M James K Wong	07-30-15
1L John A Dehaan	07-27-15	119B Julia Cabrera	08-13-15
1L Alan J Doiron	08-17-15	119B George Wald	08-12-15
1L Robert C Fogerty	07-27-15	137C Klaus G Paugsch	06-04-15
1L Joseph Koloski Jr	07-19-15	197M Benjamin H Deason	07-21-15
1L John T Mckenna	07-16-15	235M James M Langan	07-12-15
1L Robert E Poranski	07-10-15	285M Clifton M Gonc	07-24-15
1L Christopher J Ribando	08-03-15	285M James A Johnson	10-02-13
1L Donald W Spangenburg	07-01-15	285M Arthur L Thompson	08-01-15
1L Rudie F Stiefel	07-27-15	406C Daniel L Hogan	08-04-15
1L Anthony J Szwec	05-24-15	458M Leon E Blumberg	09-07-14
1L Joseph Tetro	08-05-15	458M Sam Darras	07-09-15
1M George M Haas	06-20-15	458M Edward J Drellack	08-14-15
1M Richard T Hokanson	02-21-15	458M William F Eggert	08-16-15
1M Billie E Lanpher	04-16-15	458M Robert J Gray	07-25-15
1M Leif E Westrum	07-24-15	458M Clarence D Harrison	07-22-15
2N John R Collins	06-04-15	458M Leonard J Jordan	08-03-15
3N David J Erskine, Sr	08-08-14	458M Frances Kwitkowski	03-24-15
4C Mary R Councell	08-13-15	458M John L Malkowski	08-13-15
4C Franklin R Woodmansee J	07-06-15	458M Edward S Manning	07-22-15
8N Gregory A Shown	08-05-15	458M John M Mccarthy	07-20-15
16C Michael A Birmingham	08-06-15	458M William R Nole	08-15-15
16C Deborah J Halstead	06-17-15	458M George L Poppers	06-11-15
16N James P Hartigan	07-20-15	458M Charles A Pudas, Jr	08-10-15
17M Bernard L Duncan	07-11-15	458M Robert J Ruppert	07-20-15
17M Robert E Sedlmeyer	07-14-15	458M Dennis J Sievert	07-29-15
17M Francis J Sergi	05-09-14	458M Edward J Sramek	07-26-15
24M Walter R Huggins	06-03-15	458M Stella M Tadla	09-06-14
24M Mike P Vouvousakis	06-04-15	458M Donald E Underwood	07-07-15
58M George R Tomaszewski	07-19-15	503M William J Bartlett	08-02-15
72C Lawrence F Vermillion	07-31-15	503M Douglas F Dinsmore	08-09-15

CORRECTION

An obituary in the last edition of the Communicator incorrectly noted the middle initial of Kenneth Brown, former president of the Graphic Communications International Union who died in July. He was Kenneth J. Brown, not Kenneth R., and according to his wife, Phyllis, was known to many as "K. J.," for Kenneth James.

Thomas J. Mackell Jr., an Outspoken Advocate for Working People

By Fred Bruning
Graphic Communicator

Thomas J. Mackell Jr, a former Federal Reserve Bank chairman and pension administrator whose deep commitment to working people was evident in a long list of labor-related activities that included providing regular pieces of political commentary for the Graphic Communicator, died Oct. 9 in a Long Island, New York, hospital. He was 74.

Death was related to liver cancer, according to a son, Thomas Mackell III.

Mackell, who served as executive director of the Maritime Labor Alliance and special advisor to the international president of the International Longshoremen's Association (ILA), was widely known as an insightful and highly skilled professional with a common touch and winning manner.

"He would greet you with a smile on his face and in his eyes," said a friend, Tom Butler, whose New York public relations firm, Butler Associates, has a number of union clients. "He was warm and always ready to address a crowd and win them over, which I saw him do many times. It was a real talent."

Mackell's other son, Sean, program and field director for the New York City Central Labor Council, said his father "had great jokes and stories that people could relate to from any walk of life."

For the Communicator, Mackell contributed pieces that were lively, deeply informed and unfailingly supportive of ordinary Americans struggling to maintain middle-class lives in difficult times of globalization and technological change. Mackell made no secret, either, of his political preferences.

His last column, "Beware of the Billionaire Speaking for the 'Little Guy,'" contemplated the dangers of a Donald Trump presidency. He called Trump "a reality show sham artist" more apt to sell voters "a bridge in Brooklyn" than "make good on one of his outlandish promises." As to the spectacle of Trump running for the nation's top office, Mackell exclaimed: "If I didn't see it with my own eyes, I would claim that this is the greatest piece of fiction ever written."

Mackell was an enthusiastic supporter of Hillary Clinton, whom he had met at a union-related event, said Sean Mackell. "He wanted to do anything he could to get her elected and help her afterward with labor issues."

In 2012, GCC/IBT president George Tedeschi, who knew Mackell from labor activities on Long Island, approached the former Fed official about publishing material in the Communicator.

"He was a great guy – generous, smart, outgoing," said Tedeschi. "In public, he was always impeccably dressed, courteous and attentive. People loved being around him. When I spoke to Tom about our paper, he didn't hesitate. To have material from such a well-known and influential person in the Communicator



Thomas J. Mackell Jr.

*'He was a great guy
– generous, smart,
outgoing...
People loved being
around him.'*

– George Tedeschi,
GCC/IBT president

has been a great privilege. We will miss him and his spirited, timely words of wisdom."

Respect for working people was a family tradition, according to Mackell's sons.

Thomas Mackell III, an institutional broker specializing in pension funds, said his grandfather, Thomas Mackell Sr., was a New York City police officer who studied law at night, successfully ran for office as state assemblyman and senator, and ultimately served as district attorney in the New York City borough of Queens. As a state legislator, the elder Mackell worked on pro-union legislation, Mackell said, and kept the needs of his hard-working constituents uppermost in mind.

Likewise, Tom Mackell said, his father, Thomas Mackell Jr., instilled in his children the same sort of ethic. "We were told the clothes on our back are there because of union laborers. I tell my kids the same thing – that we owe something to people who dig the ditches, or the police who might save our lives."

The catalog of Mackell's associations and accomplishments is extensive.

He received a bachelor's degree from Seton Hall University, a master's degree from Long Island University and a doctorate in labor relations and collective bargaining from Rutgers University, was appointed to the board of directors of the Federal Reserve Bank of Richmond, Virginia, in 2003, became deputy chairman the same year and served as chairman from 2005-08.

From 1997-99, Mackell was a White House appointee to the Employee Retirement Income Security Act (ERISA) Advisory Council to the U.S. Secretary of Labor. Mackell's

2008 book, "When the Good Pensions Go Away: Why America Needs a New Deal for Pension and Health Care Reform," dealt, in part, with financial sector excesses that helped plunge the nation into recession.

Mackell, who also served as president of the Association of Benefit Administrators, taught at the C. W. Post campus of Long Island University, was an adjunct professor at the New York Institute of Technology, and a member of the advisory boards of Empire State College, St. Thomas University School of Law, and the Corsi Institute of Labor/Management Relations of Pace University.

In a statement, ILA president Harold J. Daggett hailed Mackell's "high level of competence, intelligence and integrity" and "vast" contributions to working people. An ILA press release noted that Mackell fought anti-union legislation at the Congressional level and opposed "so-called 'free trade' bills designed to concentrate more wealth in the hands of the few."

In addition to sons Thomas III and Sean, Mackell is survived by his wife, Eileen; a daughter, Christina; brother, Terrence; and 10 grandchildren.



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UNION MEMBERS *continued from PAGE 8*

some members intended to vote for Trump. "A lot were saying they were sick of the two-party system."

In speeches throughout the year and at meetings on the local level, Tedeschi and GCC/IBT Secretary-Treasurer/Vice President Bob Lacey warned that voting for Trump might lead to a rollback in workers' rights and embolden anti-union forces eager to destroy the labor movement.

"We live in challenging, difficult times," said Lacey at the third GCC/IBT convention held last June in Las Vegas. "Anti-union political forces have openly declared war on labor unions."

Within IBT ranks, a "Teamsters for Trump" movement took shape – there is no way of knowing how many individual IBT members were represented – and Trump responded enthusiastically to word of rank-and-file support by way of his Twitter account.

"I am honored..." he tweeted. "Thank you."

But in a strong statement, the IBT general executive board endorsed Clinton who Teamster general president James Hoffa described as a "smart" leader committed to "working Americans" who would be an "ally in the White House. The GCC/IBT general board also endorsed Clinton.

After the election, Tedeschi reflected on the results and unexpected support given Trump by union members.

"Trump connected with working people in a way that Hillary Clinton often did not even though she has a long and outstanding record of helping American families," Tedeschi said. "Now we have a Republican government, top to bottom – White House, Senate, House of Representatives. Is labor going to get a good deal? We're about to find out."



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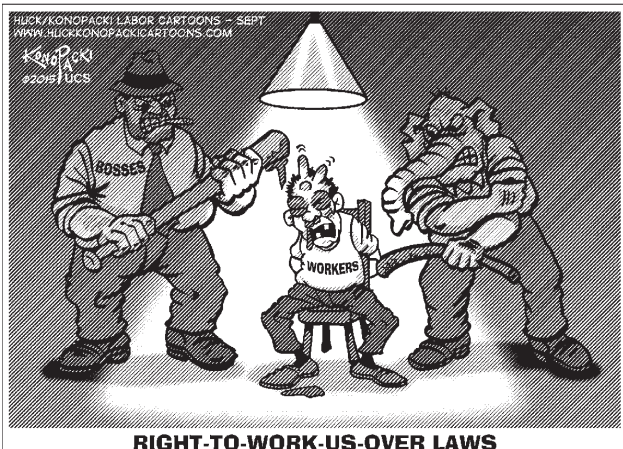
"Come in, Sims. It's time for your annual job performance review."



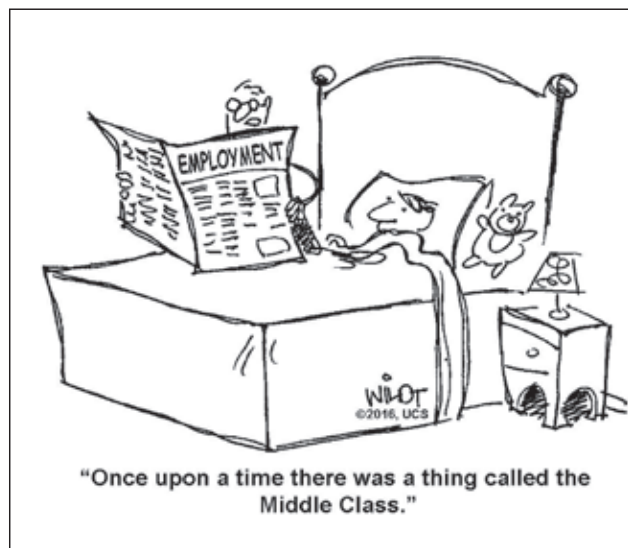
"If your conscience is bothering you... How much would it cost to have it removed?"



"Here's one called THE FREE TRADE AGREEMENT CRUISE. It stops at countries corporations sent our jobs to."



RIGHT-TO-WORK-US-OVER LAWS



"Once upon a time there was a thing called the Middle Class."



"Perhaps we should target investors in those countries where they read from right to left."