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### Must Think 'Out of Box' To Boost Membership



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### Back Road Allowed Chance to Save Life



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### In Arizona, NANC to See End of Era & Start of New



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## TOP STORY

# Tedeschi to Retire After 60 Years of 'Passionate' Union Service



FRED NYE/IBT

By Fred Bruning  
Graphic Communicator

GEORGE TEDESCHI, A MARINE VETERAN WHO rose from flyboy at Newsday to the presidency of the GCC/IBT and whose career was widely hailed as a model of selflessness and dedication, will retire June 2 at the age of 79.

"Serving you and this union has been the passion of my life's work," Tedeschi said in a letter to union members. "The experience was rewarding beyond words."

Tedeschi, who continues as a Teamster international vice president-at large and editor of the Graphic Communicator, will be succeeded by Kurt Freeman, the GCC/IBT secretary-treasurer and vice president.

"Living up to George Tedeschi's legacy of service and commitment won't be easy," said Freeman, who will be installed as president at the June meeting of the North American Newspaper Conference in Scottsdale, Arizona. "George's leadership has provided a great model to follow and as the print industry evolves to meet the increasing challenges of the digital

Information Age, I will work hard to guide GCC/IBT's vital transition to the future"

Reacting to news of Tedeschi's retirement, leaders and rank-and-file members alike expressed gratitude for his stewardship and advocacy over nearly 20 years.

Steve Sullivan, president of Local 3-N, Boston, said he read Tedeschi's retirement letter aloud at a general membership meeting in February and drew an unexpected response.

"I prefaced it by saying how supportive George had always been," Sullivan said. "As soon as I finished reading, a couple guys clapped. Then someone stood up and the whole room followed."

In a message to Tedeschi, Sullivan said: "You got a huge standing ovation from members for your service. That doesn't happen too often."

Formerly president of Local 406-C, Long Island, Tedeschi was elected top officer of the Graphic Communications International Union in 2000 and continued in that role when the GCIU merged with the International Brotherhood of Teamsters five years later.

He quickly earned a reputation as a steadfast and inexhaustible leader who traveled widely to provide aid at the bargaining table, attend district and conference meetings and join members in the street, when circumstances demanded.

Tedeschi was as forthright and down-to-earth with national leaders – he met a host of political figures including Sen. Edward Kennedy, former Secretary of State Hillary Clinton and President Barack Obama – as with rank-and-file members.

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## Renewed Push For Passage of Butch Lewis Act



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Printed in the USA

## The 'Green New Deal': What's in it For Labor?

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**GEORGE TEDESCHI**  
GCC PRESIDENT  
IBT VICE PRESIDENT AT-LARGE

January 29, 2019

Dear Brothers and Sisters:

Twenty years ago, I sent a letter out to all GCIU Locals and District Councils announcing that I was running for International President and asked for your nomination and support. I was humbly honored with the positive response I received which ultimately elected me President. On June 4, 2000, I was sworn in by AFL-CIO President John Sweeney to be the GCIU International President. It was the proudest day of my life and the highlight of my career.

I began working in the printing industry as a flyboy at a New York newspaper in 1959. Ten years later, I was a Journeyman Newspaper Pressman and the Secretary-Treasurer of my Local Union, 406-C. In 1972, I was elected President of Local Union 406-C and held the position until assuming the office of GCIU President in June 2000.

The time went fast as I dedicated myself to work at the newspaper and involvement in our union. This February, I will have worked 60 years in the industry and 55 years of them were held in various union officer positions.

This brings me to the reason for this letter.

With mixed emotions, I have decided it is time for me to retire. After serving 19 years at the International, I will retire as the GCC/IBT President on June 2, 2019. I will maintain my other existing position as Teamsters International Vice President At-Large.

Though I love my GCC job which I will surely miss, the timing works well at this point. In accordance with our Constitution and Laws, I will be succeeded by Vice President/Secretary-Treasurer, Kurt Freeman. I have the utmost respect and confidence in Kurt to lead the GCC as its next President. He has shown to be a smart, energetic, and seasoned labor leader.

I want to take this opportunity to express my sincere gratitude for the continued support you have shown me over the years. I have always respected you and tried to conduct myself in a fair, democratic way. Serving you and this union has been the passion of my life's work. The experience was rewarding beyond words. Thank you.

Fraternally yours,

George Tedeschi

## OUTLOOK

**JAMES P. HOFFA** TEAMSTERS GENERAL PRESIDENT

# Progress Starts by Reaching Across Aisle

OVER THE PAST SEVERAL YEARS, THOUSANDS of Teamsters have come to Capitol Hill to tell their elected officials about the struggles they and their families will face if faltering multiemployer pensions like the Teamsters' Central States Pension Plan were to fail.

For some facing health issues, it is questionable whether they will be able to afford the procedures or medicine that they need. Others worry about whether they will lose their homes.

Workers and retirees are concerned about their future. Many worked for decades and contributed to their pensions believing they would be supported in their golden years. That is now being called into question, and it's not right.

Given the bipartisan support for pension protection in Washington, this union is optimistic that a comprehensive solution can be hammered out to secure the retirements of some 1.5 million Americans at risk. Lawmakers must stand up for these workers who have played by the rules all their lives.



There are other concerns that must be addressed as well. For far too long, elected officials have ignored the infrastructure needs of this country. As a result, roads, mass transit systems and other essential parts of the transportation network have fallen into disrepair. While discussions have gone on about making such improvements a priority, the time for talk is over. A substantial public investment of dollars is necessary.

Infrastructure jobs, unlike those in other sectors, can't be outsourced. They improve the lives of all Americans, including the men and women who help to repair and maintain the country's transportation networks, along with those who earn a living hauling goods and the vast majority of Americans who ride the roads and rails every day.

U.S. roads, bridges, ports, airports, railroads and mass transit systems are crumbling. They endanger the well-being of people in this country, including hundreds of thousands of Teamsters, be it as truckers, railroad workers, bus drivers, building tradesmen and others. A fix is badly needed.

Lawmakers must join together across the political aisle to pass legislation that helps working people. Anything less is just more of the same. ■



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## What Does This Guy Know? More than You Think

HOW WE BECOME WHO WE ARE IS ONE OF LIFE'S GREAT MYSTERIES. OR maybe I should just speak for myself. I've spent a half-century in journalism. Sometimes, I still think: Me? Really?

My father drove a bread delivery truck in Brooklyn. My mother was in the secretarial pool at a Wall Street investment house. We lived in an apartment that easily could have fit inside the one occupied by Ralph and Alice Kramden on Jackie Gleason's, "The Honeymooners."



I was a terrible high school student – dropped out and had to finish at night – and, as my teachers warned, likely "headed nowhere, fast." But along the line, I got a couple breaks – met the right person, read the right book – and ended up doing newspaper work, most of it at Newsday on Long Island.

More information than you need. But here's why:

At Newsday, I was editorial unit vice-president for Local 406-C having been on the GCIU organizing committee years earlier. That's how I got to know George Tedeschi.

We weren't exactly drinking buddies – Tedeschi doesn't touch the stuff, so far as I know, and I can't handle much more than one glass of sangria at my favorite Mexican joint – but we liked and respected one another.

There was even a bit of a physical resemblance – same height, build and bad hair – but, by then, we inhabited "different" worlds. Tedeschi and I might both have been working class kids from Brooklyn but, now, as a reporter, I was white collar, and Tedeschi, the pressman and union leader, was true blue.

To be honest, there were times at Newsday when one editorial member or another would ask, "Who is this guy, Tedeschi, anyway, and what does he know about what we do?"

My answer was always the same: "Smart guy. Straight shooter. And he's got your back."

In 2004, I retired. A couple years later, Tedeschi asked if I would take over the Communicator. Herald Grandstaff, the managing editor, was winding up a stellar career. Tedeschi, who serves as the paper's top editor, needed someone to fill Herald's spot. Was I interested?



I thought it over – did I want to start banging out stories so soon after leaving Newsday? – but Tedeschi has a well-deserved reputation for persuasiveness and I said, "yes."

I signed on as managing editor. Tedeschi continued as chief.

That means he reads every piece of copy before it gets published, approves story ideas, even okays the editorial cartoon on Page 6. And, what do you know? He's got a great eye. You can't get a misspelling by him, or awkward phrase or poorly constructed sentence.

I've told George that while I wouldn't have made much of a press operator, he was a natural for the Newsday copy desk – white collar instead of blue.

And in a way that is about to happen.

Tedeschi will retire as GCC/IBT president in June. But he's going to continue as top editor of the Communicator. You might say that after all his years in newspaper work, George is moving to the front of the shop.

That's the point, right? You can never tell. ■

### COMMENTARY JIM HIGHTOWER

## Better Not Wait 'til Next Year To Dig Grassroots Movement

Campaigns end on Election Day. Movements don't.

Intensive organizing by grassroots groups throughout 2017-18 paid off but let's not forget that it's all the days between elections that matter when voters go to the polls.

We're like the farmers and gardeners who do grub-hoe work through the summer for a good harvest in the fall.

Let's look at what we've learned.

Most political opinion writers said that, with 2018 in the rearview mirror, it's time to focus our attention on the 2020 presidential campaign. Given the exigencies posed by Donald Trump, that's an understandable instinct – but it's wrong. For those who want to build a durable grassroots movement, 2019 is the time to focus on – 2019!

Already thousands of races for mayor, county office, school board and state legislatures are gearing up. These contests are key to movement politics.

Why?

Because they have direct effect on individual lives and tend to be less vulnerable to right-wing sabotage. Local campaigns are training grounds for progressive-minded candidates hoping for higher office. The races can be run on a low budget – and without sacrificing principles.



The goal is not just to elect good people, but to enact good public policy.

From my eight-year experience as Texas agriculture commissioner –elected in 1982 and again four years later – I can attest that the second (good policy) does not necessarily follow the first (good people).

One major pledge of my campaign, for example, was to reduce pesticide poisonings of people and the environment and to promote organic production.

On taking office, though, I was swarmed by chemical lobbyists, powerful state officials, corporate media outlets, and other intimidating forces of the ag-poison complex, demanding that I "move to the middle of the road."

This furious onslaught was daunting, and my political resolve wobbled until farmworker advocates and environmentalists confronted me.

When a West Texas farmer friend scoffed, "Hell, Hightower, there's nothing in the middle of the road but yellow stripes and dead armadillos," that perked me up. We rallied, pushed ahead, and achieved my campaign promise.

I see three distinct steps for getting good policies from officials who mean well but might back away under pressure:



– Help with aggressive public support, information, staffing, and expertise and expose corporate powers trying to corrupt the people's will.

– Confront elected officials when they drift. Prod them privately and publicly to be as bold as their promises.

– Ride the momentum of election victories to push – from inside and out – for long-term structural changes to democratize America's economic, social, and political systems.

You know your community and state. You know the people's issues. You know your group's talents and ingenuity. And you can see how enlightened candidates, and movements, are advancing

So, this is no time to get sucked down into the swamp of Trumpism or surrender to right-wing hype. Our task is to keep doing what brought us this far: organizing, harmonizing, and mobilizing. Let's keep at 'em! ■

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



# To Build Unions, Think ‘Out of the Box’

With government figures showing a slight drop in the percentage of union members nationwide last year and GCC/IBT enrollment continuing to decline, leaders are calling for renewed emphasis on organizing and an “out of the box” strategy that reaches beyond the print industry and into the world of digital media.

“We cannot stand still,” said GCC/IBT President George Tedeschi. “Newspaper publishing and allied fields have an uncertain future, at best. But the digital world is exploding. We should stake our claim – now.”

Tedeschi’s statement came amid reports of what the Washington Post called a “wave of union-organizing” that has “swept over the digital-media industry” in recent years. “One by one, journalists employed by the once-scrappy start-ups and venture-capital darlings of the Internet have banded together to negotiate collectively,” the Post said.

Staffs at 30 digital news sites – including leading outlets like Gawker, Vox and Slate – have voted for representation since 2015 and the number of unionized Internet workers has increased 20-fold in less than a decade, according to a story in the Harvard Business Review.

Researchers Marick Masters and Raymond Gibney said in the article that two labor organizations, NewsGuild/CWA and Writers Guild of America, East (WGAE/AFL-CIO), had used “old-fashioned” organizing techniques “presented it in a new and technologically shiny package” to bring digital workers into the union fold.

Kurt Freeman, GCC/IBT secretary-treasurer/vice president, said the surge in online organizing efforts underscores the need for the GCC/IBT to consider pushing beyond traditional boundaries.

“It is essential that we see the publishing business in a new way,” Freeman said. “The digital sector has great potential. We have to think outside the box if we are to prosper as a 21st Century labor organization.”

For years, union membership in the United States has decreased presenting leaders with the daunting task of overcoming political opposition from the right, corporate consolidation and job-killing technological advances in fields – like newspapers – where unions were strong.

“Building the membership base is our greatest challenge,” Tedeschi said.

Nationally, numbers have been slumping for years.



With the digital world “exploding,” union leaders see an opportunity to build membership in the new media sector. ‘We cannot stand still,’ said GCC/IBT president George Tedeschi. ‘We should stake our claim – now.’



According to the Bureau of Labor Statistics, 10.5 percent of wage and salary workers were union members in 2018 – a drop of 0.2 percent – but the number of unionized employees remained at approximately 14.7 million. When the government began collecting comparable data in 1983, union membership was 20.1 percent and there were 17.7 million union workers.

Tedeschi said that despite the slight percentage drop in membership, there were signs that public opinion has turned in the favor of organized labor – a number of recent polls provide evidence – and that young people are increasingly inclined to see unions in positive terms.

Organizing in the digital sector is an obvious opportunity, Tedeschi said.

“Digital workers are young, informed and open to the possibility of organizing,” Tedeschi said. “We have to learn to speak their language, show them the value of unionizing and bring them aboard. This is a moment we must not let slip by.”

## After Years of Steep Decline Membership Has Stabilized

Government numbers on union membership are out and the takeaway? Not bad.

The percentage of union members in the American workforce dropped slightly in 2018 – down 0.2 percent to 10.5 – while the ranks of unionized employees remained unchanged at 14.7 million, according to the Bureau of Labor Statistics.

While no cause for celebration, numbers showed that, for the second year in a row, unions appear to be stabilizing after decades of membership decline – an indication, experts say, of positive changes in public opinion, increased interest among young workers and a general sense that unions can provide stability in an uncertain global economy.

Notably, the U.S. Supreme Court decision in the Janus “free rider” case which allowed public service workers to opt out of paying union dues, did not lead to what some analysts feared would be steep losses in the ranks of government employees.

“...the existential threat posed by Janus hasn’t materialized — membership has held steady — and, instead, has spurred a renewal of activism,” wrote Dana Milbank in a Washington Post column noting the resiliency of the labor movement. He added: “there wasn’t as much anti-union sentiment in the workforce as right-wing groups supposed.”

Here are highlights from the latest BLS membership report:

- Nonunion workers had median weekly earnings that were 18 percent less than earnings for union members (\$860 versus \$1,051).
- Union membership rate of public-sector workers (33.9 percent) continued to be more than five times higher than that of private-sector workers.
- The highest unionization rates were among protective service workers, including police, firefighters and security guards, and in education, training and library occupations.
- Men continued to have a higher union membership rate (11.1 percent) than women (9.9 percent).
- Black workers remained more likely to be union members than white, Asian or Hispanic workers.
- Hawaii (23.1 percent) and New York (22.3 percent) had the highest union membership rates. North Carolina and South Carolina had the lowest (2.7 percent each).

In all, the BLS report was decent as indicated by the Post headline accompanying Milbank’s column. Taking a poke at doomsayers, it declared: “So much for the labor movement’s funeral.”



### DIGITAL AGE ORGANIZING: SMART & SAVVY

Unions are edging their way into the brave new world of digital media with a savvy combination of time-honored organization tactics and a smart, social media pitch to a young and highly trained work force, according to the Harvard Business Review.

Citing successful union drives by NewsGuild/CWA and Writers Guild of America, East/AFL-CIO at online publications like Gawker Media, Vox Media and Slate, researchers Marick F. Masters and Raymond F. Gibney noted these elements of an effective 21st Century organizing strategy:

Unions listened to workers, developed compelling organizing themes, communicated regularly and gave “a sense of hope.”

Organizers “convinced workers that having a union as a bargaining representative” would help them gain better lives.

News media unions have “skillfully” communicated with rank and file through social media sources like Facebook, Twitter and Flickr.

When possible, union representatives engaged employers to assure the organizing process.

If the company has an “ideological slant” sympathetic to unions, organizers will “exploit these leanings to encourage employers to facilitate an open discussion about the merits of union representation.”

Unions convinced digital employees that organizing “and agitating” can pay off. In one instance, a group of workers published a statement called, “Why We’re Organizing.” In another, employees walked off the job for a day to pressure for a contract settlement. At Slate, workers authorized a strike vote aimed at supporting union demands.

Masters and Gibney said union members in the digital field could become a “mobile corps of labor ambassadors” helping to achieve “much wider unionization of creative professionals, millennials, lower-paid workers, and industrial workers threatened by technology...”



# Labor Must Share in Green New Deal

By Zachary Dowdy  
Special to the Communicator

As activist members of the Democratic congressional coalition push for a “Green New Deal” – the environmentally conscious jobs program modeled after President Franklin Delano Roosevelt’s sweeping Depression-era reforms – GCC/IBT leaders say employment in the field of sustainable energy must be filled by the men and women of organized labor.

“I think, overall, that as labor we need to be on the cutting edge in terms of training on all the new technologies,” said Steve Sullivan, president of Local 3-N in Boston. “We have to have a seat at the table of whatever gets created. It’s good to stay ahead of these things.”

While expressing interest in the emerging Democratic environmental agenda, labor officials said they must at the same time remain sensitive to protecting jobs of workers in traditional industries and safeguarding labor rights, generally.

They point out that FDR’s New Deal was buttressed by the Wagner Act protecting labor – a vital provision of Roosevelt’s recovery program.

“A truly transformational Green New Deal — one that reaches every corner of the economy — must also be rooted in the right to organize,” said Lauren Burke, an Atlantic Fellow for Social and Economic Equality, in a piece for the Inequality.org website.

The Green New Deal resolution introduced in the House by Rep. Alexandria Ocasio-Cortez of New York and in the Senate by Ed Markey of Massachusetts seeks to address those concerns by demanding “high-quality union jobs,” wage and benefit “parity” for workers displaced by the move to a sustainable economy and improved workplace safety standards.

“This is going to be the New Deal, the Great Society, the moon shot, the civil-rights movement of our generation,” Ocasio-Cortez said at a town hall meeting late last year.

The initiative calls for a wide range of environmental reforms – from a power grid that relies solely on renewable power to a transportation system that minimizes pollution – but also would guarantee decent jobs for all Americans and universal access to health care.

While eager to address environmental issues, some influential Democrats – House Speaker Nancy Pelosi, among them – are reserving judgment on the Green New Deal for fear mainstream voters will be alarmed at an agenda perceived as too expensive and ambitious.

But the plan has the backing of some of the party’s most high-profile figures, including senators Cory Booker of New Jersey, Kamala Harris of California, Elizabeth Warren of Massachusetts and Kirsten Gillibrand of New York, all 2020 presidential hopefuls. Sen. Bernie Sanders of Vermont, an independent running for president as a Democrat, is an early supporter of the Green New Deal.

“We can create new, clean jobs that protect our planet and our economy, but we have to stop running scared from the coal and fossil fuel industries,” said Gillibrand in a petition asking voters to support the plan. “For the sake of our kids and future, let’s stand up to them. That’s why we need a Green New Deal.”

A story on the CNN website said pro-environment legislators have not yet gauged the cost of a Green New Deal. “Estimates run in the hundreds of billions of dollars or more,” the network said – a point made often by Republican critics who call the plan too expensive to be seriously considered.

CNN noted that Green New Deal advocates like Ocasio-Cortez claim costs would be offset by increased taxes on the wealthiest Americans, fewer subsidies to the fossil fuel industry and cuts in the military budget “in addition to the stimulative effects of the new public spending.”

Striking a balance between the goals of environmentalists and organized labor also is the concern of the BlueGreen Alliance, a partnership of major labor organizations and



A bold plan to halt climate change, boost sustainable energy and create thousands of jobs was advanced by Democrats Rep. Alexandria Ocasio-Cortez of New York, at microphone, and Senator Ed Markey of Massachusetts, far right.

influential environmental groups dedicated to fighting climate change without putting jobs at risk.

“We are guided by the principle that we can no longer choose between good jobs and a clean environment—that the actions we take to create quality jobs and to protect working people and the environment must go hand-in-hand, and that together, we will build a clean, thriving and fair economy,” the alliance says in a policy statement.

Mutual cooperation is key, said GCC/IBT President George Tedeschi.

“As good citizens, we are obligated to take climate issues seriously,” Tedeschi said. “The trick is to balance those concerns with our obligation to make certain workers are not put at a disadvantage. I am confident this can be done if the environmental and labor movements work together.”

Joe Inemer, president of Local 16-N in Philadelphia also said the Green New Deal proposal must include a commitment to workers.

“If it’s to improve quality of life and safety, I’m all for it,” he said, comparing a new class of jobs to the transition that occurred when cars put blacksmiths out of business. “But sometimes in the course of changes there’s also a negative part.”

He added: “Where there’s progress, there’s always a regression.”

Michael Mitchem, president of GCC/IBT Local 235-M in Kansas City, Missouri, said the Green New Deal looks like a good plan for the country – and the world – but that politics on Capitol Hill are sure to be a factor.

“You’ve got to be able to compromise,” he said. “If you go too far to the left, things aren’t going to get done.”

Like other leaders, Sullivan of Local 3-N, Boston, said whether the Green New Deal gains acceptance will depend on success in finding common ground on Capitol Hill.

“If a Democrat from New York wants the same future for her children and grandchildren as a Republican from Texas, then that should be no problem,” he said. “We have to reach some kind of consensus.”

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

## ‘HIGH QUALITY’ UNION JOBS AMONG PLAN’S TOP PRIORITIES

Here are top features of the Green New Deal – including a call for “high-quality” union jobs and workplace protection – as proposed by Democratic lawmakers Rep. Alexandria Ocasio-Cortez of New York and Sen. Ed Markey of Massachusetts:

- Launch a 10-year “mobilization” to meet 100 percent of U.S. power demand by means of “clean, renewable, and zero-emission energy sources” and eliminate pollution and greenhouse gas emissions to the extent “technologically feasible.”
- Overhaul transportation systems to reduce emissions and expand electric car manufacturing.
- Work with farmers to significantly reduce greenhouse gases while supporting family farms and promoting “universal access to healthy foods.”



- Upgrade existing buildings and require new structures to achieve “maximal energy efficiency.”
- Commit to health care and safe, affordable housing for all Americans.
- Ensure that Green New Deal “mobilization” creates “high-quality union jobs” and provides “wage and benefit parity” for any workers displaced by the transition to a sustainable economy.
- Guarantee every American a “family-sustaining” job with medical and family leave, paid vacations and retirement security.
- Strengthen labor law and workplace safety provisions across all employment sectors.
- Rebuild the nation’s infrastructure and minimize greenhouse gas emissions.
- Invest in projects that improve “resiliency” against disasters related to climate change.

# Trick is to Protect Jobs And Environment, Too

Is the Green New Deal a good deal for labor?

The proposal – advanced by progressive Democrats in the form of a non-binding resolution – envisions a transformed environment, and, some might say, a significantly altered America.

As we report on Page 5, the Green New Deal has a stunning agenda.

Its supporters – notably, freshman Congresswoman Alexandria Ocasio-Cortez of New York and Rhode Island senator Ed Markey – put on the table a 10-year “mobilization” plan calling for enormous investments in infrastructure, social safety net programs and, perhaps most important, a “zero emission” energy system relying entirely on “clean, renewable sources.”

The idea is to combat climate change – a threat that grows daily – while, at the same time, addressing issues of wealth disparity, health care costs and equal opportunity.

In general, union leaders are withholding judgment.

GCC/IBT officials told reporter Zack Dowdy that while they see merit in aspects of the Green New Deal, any initiative so far-reaching

must offer assurances that union members – and all working-class Americans – are protected if reform programs are put into place.

“As good citizens, we are obligated to take climate issues seriously,” said GCC/IBT president George Tedeschi. “The trick is to balance those concerns with our obligation to make certain workers

are not put at a disadvantage. I am confident this can be done if the environmental and labor movements work together.”

To gain labor’s support, proponents of the Green New Deal will have to reassure wary union leaders with specific, achievable alternatives and not just high-minded generalities.

“A truly transformational Green New Deal — one that reaches every corner of the economy — must also be rooted in the right to organize,” said Lauren Burke, an Atlantic Fellow for Social and Economic Equality, in an online piece for Inequality.org that expressed a view typical of labor advocates.

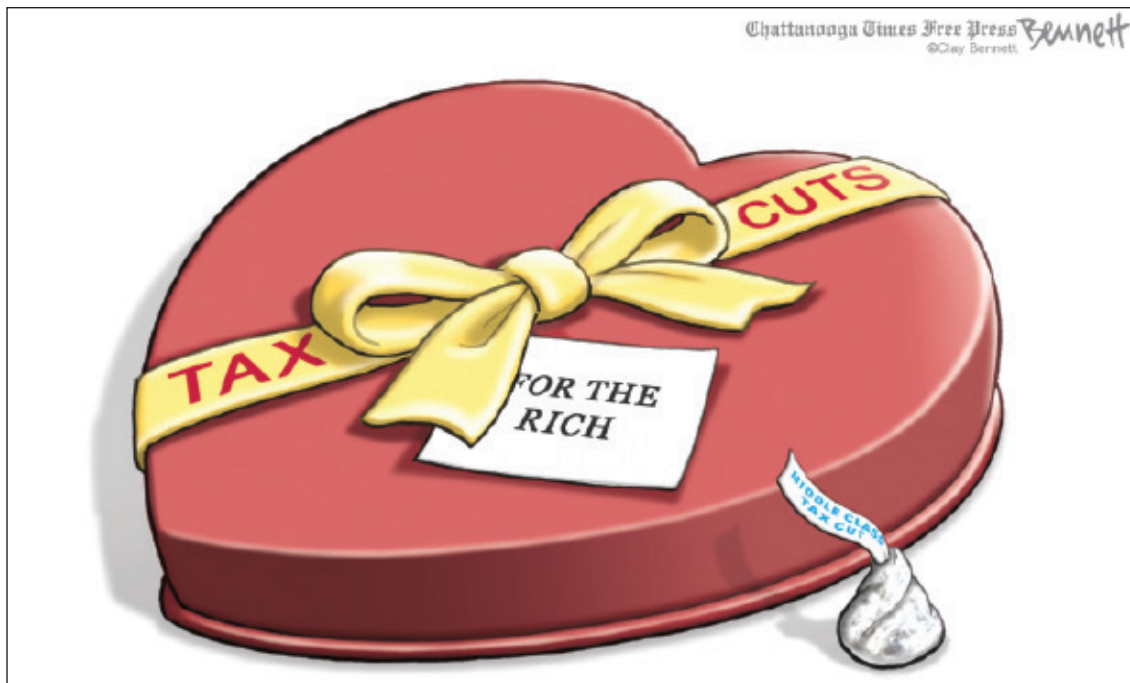
The proposal— modeled after Depression-era New Deal of President Franklin Roosevelt – does, in fact, insist that workers displaced by new environmental standards be assured of decent jobs, training and health insurance. In a further show of good faith, proponents pledge “transparent and inclusive consultation, collaboration, and partnership” with labor unions.

Environmental writer William Nichols notes in his Guest Spot piece on Page 7 that the labor and ecological movements already are finding ways to work together with enterprises like the BlueGreen Alliance – an encouraging development that goes along with Tedeschi’s call for cooperative efforts.

No question, the worries of organized labor must be taken seriously but there seems little doubt that change is on its way. A national commitment to renewable power – wind and solar – could offer great opportunities with a nearly unlimited future. “The connection between jobs and sustainability seems obvious,” Nichols said.

The cost of implementing the Green New Deal as proposed would be stupendous and it would take a profound national commitment – and probably a Democratically controlled Washington – to enact any significant part of a program that has been described as largely “aspirational.”

But its sponsors have done the nation a favor in stirring conversation, and making clear that climate change can no longer be ignored. Though they are right to be cautious, union leaders should keep an open mind. Finding a way to preserving Planet Earth while protecting good jobs must be a priority. If labor leaders and environmental advocates can negotiate that kind of agreement, everybody wins. ■



## Point of View BY SAM PIZZIGATI

# Economic Inequality Makes ‘Helicopter Parents’ Hover

A good many aging baby boomers are having trouble relating to the “helicopter parents” of our modern age – those moms and pops constantly hovering over their kids, filling their schedules with enrichment activities, worrying themselves sick about their futures.

Back in the mid 20th century, the baby boomers of America’s emerging new middle class didn’t grow up like that. We lived much more “free-range” childhoods. We pedaled our bikes far from hearth and home. We organized our own pick-up games. We spent — wasted! — entire summers doing little bits of nothing.

Economists Matthias Doepke of Northwestern University and Fabrizio Zilibotti of Yale have followed all the debate over helicopter parenting, and they’re not jumping on this blame-modernity bandwagon. If the pace and pressures of our dangerous digital times are driving parents to hover, we ought to see parents helicoptering across the developed world.

We’re not. In fact, researchers have found significant differences in parenting styles from one modern industrial nation to another.

Parents in some nations today have parenting styles as relaxed as anything aging baby boomers experienced back in the 1950s. In other nations, by contrast, parents seem as intense as today’s helicoptering norm in the United States.

How can we account for these differences? Doepke and Zilibotti have a compelling explanation.

Levels of helicopter parenting, they note, track with levels of economic inequality. The wider a society’s income gaps, their data indicate, the more intense parents become, the more they hover.

The two nations today most notorious for their helicopter parenting, China and the United States, just happen to sport two of the world’s deepest economic divides.

And those more relaxed parenting days of mid-20th century America? They came at a time when the United States shared income and wealth much more equally than today.

In severely unequal nations, the evidence suggests, childhoods have become high-stakes com-



petitions. Only the “winners” go on to enjoy comfortable lives when they grow up. You either make it into the ranks of your nation’s elite or you risk struggling on a treadmill that never ends.

In societies with income and wealth more evenly distributed, broad swatches of people — not just elites — live comfortably. And that leaves parents, as Doepke puts it, “more room to relax and let the kids just enjoy themselves.”

Parents in highly unequal nations can’t afford to relax. They have to shape their kids into winners. But the competition their children face will always be rigged because the already affluent have more time and money to invest in that shaping.

Researchers Doepke and Zilibotti call for greater public investments in social services — like quality child care — to narrow the competitive advantage that wealth bestows upon affluent American families. The investments they recommend would certainly help ease the pressures on working households.

Would these investments be enough to get our parents more relaxed? Not so long as rewards keep concentrating in the pockets of the few at the expense of the many.

In short, our helicopter parents don’t need fixing. Our economic system does.

Veteran labor writer Sam Pizzigati co-edits *Inequality.org*, a project of the Institute for Policy Studies. His latest book, “*The Case for a Maximum Wage*,” was recently published. This column was distributed by Press Associates Union News Service and appears here in abridged form.



## New Energy, Old Politics



The Green New Deal getting a lot of play from progressive Democrats is a laudable, if overly optimistic, plan to combat the very real, man-made effect on climate change.

It calls for moving from fossil fuels to 100 percent renewable energy by 2030 but does not adequately address the possible economic dislocation such a remarkable transformation would cause.

Advocates claim the changeover would create nearly 4 million construction jobs and an additional 2 million in the sustainable power industry – more than enough to make up for the impact on workers employed in conventional energy sectors.

But labor leaders worry that displaced workers in traditional blue collar industries would not get union jobs when they relocate. And that's not the only reason for concern.

In a casual phrase regarding its 10-year plan, authors of the Green New Deal talk about “replacing non-essential individual means of transport.”

If that means taking steps to minimize auto ownership, unions would have more cause for alarm.

The U.S. auto industry employs 2 million unionized auto workers and contributes 3.5 percent to the Gross Domestic Product. Electric cars could take up some of the slack but it's not realistic to think Americans will scrap their SUVs anytime soon.

Energy isn't the only focus of the Green New Deal. It urges that government be the employer of last

resort for people who need work – a scheme that would create 20 million jobs paying at least a “living wage” – but, again, we wonder where unions fit in.

Would those new government workers be protected by collective bargaining contracts? Labor officials need to know.

Although the Green New Deal is not pending legislation but a non-binding resolution, the right wing is bashing the idea. Energy moguls also are ready for battle. And because GND advocates want to fund part of the program with cuts to the defense budget, Pentagon chiefs are sure to be in a fighting mood, too.

But all this is premature. To pass any significant portion of the Green New Deal, there would have to be a very progressive Democratic Congress and president who supports the plan.

Radical change is not something this country does well. Working people may feel the Green New Deal puts them at a disadvantage and elected officials are sure to respond if constituents voice concern.

Addressing climate change is essential. But winning elections must come first. You can't make progress without political power – and it better be sustainable. ■

## Guest Spot

BY WILLIAM NICHOLS

## Saving Earth? Imagine That



JENNIFER HAUCK/VALLEY NEWS

For more than three decades, environmentalists have been warning about the dangers of climate change and urging elected officials to focus on a crisis that threatens the future of every American – and people around the world.

It's been an uphill haul. Climate change seemed more an abstract worry than a reality touching everyday lives.

Corporations spent millions to question climate science. Business leaders and their allies on Capitol Hill said environmental action would bring job loss and economic upheaval.

But now – when radical shifts in weather patterns, melting glaciers, and rising ocean temperatures are difficult to ignore – talk in Washington of a “Green New Deal” is lending new immediacy to the conversation. The public imagination at last is being engaged.

Supporters of the GND – at this point, mostly Democrats – dispute the alarmist claims and provide convincing evidence that addressing climate change will assure dramatic job creation and greater economic justice.

Policies likely to resist catastrophic climate change are capturing the public imagination and drawing support of many in organized labor, too.

The BlueGreen Alliance, formed in 2006, brought together labor unions and environmental groups eager to build an economy that will sustain our children and grandchildren – and provide plenty of safe, good-paying jobs.

The connection between jobs and sustainability seems obvious.

Take agriculture, for example.

Modern farming depends heavily on fossil fuels, pesticides, herbicides, and chemical fertilizers, all of

which threaten health and environment. Sustainable agriculture – with an emphasis on natural methods – is safer for workers and consumers, and creates far more jobs per acre than the wasteful practices of agribusiness.

The same smart ideas apply in other areas – from health services to public transportation. Sustainable energy and conservation are the allies of working people – not the enemy.

My grandfather was a union bus driver in Portland, Oregon when I was a boy. These days, he might have been behind the wheel of a hybrid rig – better for him and his riders. That's what you call progress.

Advocates of the Green New Deal know they must earn the broad support of organized labor and I am confident they will be able to make their case.

The aims of “New Dealers” and union members are the same, after all – an economy that protects the poorest Americans, defends the middle class and creates decent jobs.

Despite what self-interested corporate leaders claim, a sustainable future is not only good for American workers – it's the only future possible. That's why the Green New Deal is so important. When it comes to healing Planet Earth, we're all in this together. ■

*William Nichols is a New Hampshire-based writer and former Denison University professor who often comments on environmental issues. His books include, “York's Journal: A Novel,” “Fleeing Ohio” and “Finding Fox Creek.”*

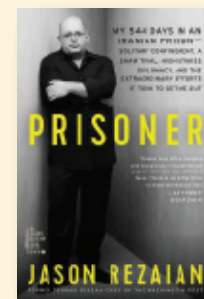
## All the Best

### Print

#### Prisoner

Jason Rezaian

On July 22, 2014, Iranian authorities arrested Jason Rezaian, the Washington Post's correspondent in Tehran, and accused him of being a CIA operative. Rezaian told his captors their charge was absurd – he was a journalist, not a spook – but it was no use. As he recounts in this tight, compelling and infuriating book, Rezaian endured 544 days behind bars – much of that time in isolation – while the Post and U.S. diplomats pressed for his release. Now, Rezaian is back at work in Washington – not far from the White House where President Donald Trump is apt on any day to characterize a free press as “the enemy of the people.” Trump should read Rezaian's book for a reality check. But then, again, the President doesn't read. For those who do, “Prisoner” is a must. **Anthony Bourdain/Ecco/HarperCollins Publisher, \$29.99**



### Video

#### Green Book

Peter Farrelly, director

Don Shirley was a virtuoso piano player whose remarkable skills led to a packed performance schedule – including a tour of the American South in the early 1960s. But there was a problem. Shirley was black and the South still held to a rigid code of racial separation. The story of an eventful journey through Dixie ends up a touching buddy movie – Shirley (Mahershala Ali), the elegant artist, contending with Tony Lip (Viggo Mortensen), his Bronx-born chauffeur and protector who wouldn't have known Beethoven from the Red Sox batboy. “Green Book” earned an Oscar for Best Picture this year. In real life, it was the indomitable Don Shirley – and Tony Lip – who deserved a standing ovation. **Universal Studios, 20.99, barnesandnoble.com**



### Music

#### Egypt Station

Paul McCartney

Paul McCartney keeps showing up. One of the two surviving Beatles – drummer Ringo Starr is the other – McCartney is back (at age 76) with a saucy, unsentimental album that testifies to the vigor and imagination of this indispensable performer. Rolling Stone magazine said “Egypt Station” was “awesomely eccentric” and, in fact, McCartney chooses themes from middle age melancholy to full-throttle flirtatiousness. Old-time Beatlemaniacs will love McCartney's latest offering – and their grandchildren may, too. **Limited Edition, 15.99, Amazon.com**



### Internet

[www.roadfood.com](http://www.roadfood.com)

You're on the road in let's say, Graniteville, South Carolina, and have a sudden urge for fried chicken and banana pudding. Or maybe it's sausage and biscuits after a long night in Las Vegas. Or mahi-mahi chowder at sunset in Key West. Or chicken wings in – where else? – Buffalo. Wherever you wander, take out phone or tablet and click on the Roadfood website. Intrepid foodies Jane and Michael Stern have been scouting down the best local dives for decades and their Roadfood reviews – also available in several guide books – are as much a treat as the food so temptingly described. Bowl of red chili in Grapevine, Texas? Snail salad in Providence, Rhode Island? White clam pizza in New Haven? Keep driving. You're just around the corner.





# During Decades of Service Tedeschi 'Gave Us His All'

Continued from page 1

"Most important was his loyalty to the men and women who work for a living," said Richard Whitworth, Tedeschi's executive assistant from 2000 to 2015. "George was on the picket lines in Philadelphia and Wilkes-Barre and San Francisco and Chicago and Los Angeles, keeping plants open and people working. That was George's life."

John Tedeschi, the younger of Tedeschi's three children and a former Newsday paper handler, said the commitment of his father to union work always was evident – but so was his love of family.

"Dad would work overnight at Newsday on Saturdays for the Sunday edition and he always cooked a delicious breakfast of eggs and bacon for everyone," John Tedeschi said. "I still remember waking up happily to the smell and sound of sizzling bacon. It was always my favorite day of the week."

As a father and union leader, George Tedeschi made his children proud, John said. "He has had a lasting impact on the labor movement in our industry and like so many others I owe much of what I have to him and I am forever thankful."

Born in Brooklyn, George Tedeschi joined the U.S. Marines on his 17th birthday and began his print industry career in 1959 at Newsday after completing military service.

In 1965, he was elected vice president of Local 406-C, then affiliated with the International Printing Pressmen and Assistants' Union (IPPAU). Four years later, Tedeschi completed a five-year apprenticeship and became a journeyman newspaper pressman. He was elected 406-C secretary-treasurer in 1968 and local president in 1972.

Tedeschi served as 406-C president until assuming duties as GCIU international president in 2000. At Newsday, Tedeschi was pivotal in boosting full-time union membership to 1,500 and part-time to 500 – a 1,000 percent increase – by bringing what Lou Nicosia, 406 secretary-treasurer, called "a wealth of experience" to the job.

In 1973, he accomplished what many considered impossible by bringing editorial department staff members – reporters and editors – into a union previously serving only the pressroom, truck drivers and maintenance area workers. "The idea was to organize the whole building, and, against the odds, we did it," Tedeschi said.

The alliance gave 406 powerful leverage, and, not incidentally, allowed front and back shop workers to gain respect for their respective jobs and achieve a heightened sense of solidarity and common purpose.

Edward Hershey, a former Newsday reporter who headed the newsroom organizing committee and worked closely with Tedeschi, says the experience was unforgettable.



*"Serving you and this union has been the passion"*

"George was as skilled in outmaneuvering adversaries as he was rallying the troops," Hershey said in a recollection appearing on Page 9. "He was as savvy as they come..."

Those skills were evident in 2005 when the GCIU considered joining forces with the Teamsters – a prospect that prompted heated discussion in union ranks.

Convinced a partnership with the IBT would give the GCIU national stature and added clout at the bargaining table, Tedeschi campaigned nationwide for the merger.

"There was a contentious debate but the membership finally gave its approval," Tedeschi said. "And they did the right thing, adding resources and strength to our union."

Tedeschi's competence drew praise from Teamsters General President James Hoffa.

"For 60 years, George Tedeschi has given his all to the workers in his beloved printing and publishing industry," Hoffa said. "The merger of our two great unions in 2005 is in large part due to George's leadership. He is a friend and a true trade unionist."

When confronting corporate foes, Tedeschi was known as a formidable and relentless union defender.

As GCIU leader, he led a global organizing effort against Quebecor World Graphics – the largest commercial print company at the time – and, in that effort, formed a powerful coalition with the AFL-CIO and UNI Global Union, an international labor federation.



## THE CROWNING OF KING GEORGE

King George got crowned 19 years ago – in Las Vegas. The ruler was not a British monarch but George Tedeschi, newly elected president of the Graphic Communications International Union.

At the GCIU's Vegas convention in 2000, Tedeschi was calling business to a close when two delegates asked to come forward. Julie Seide, president of Local 51/23-M, New York, and Joe Scimecca, secretary-treasurer of Local 2-N, walked onto the stage and approached the unsuspecting Tedeschi. Suddenly, the New Yorkers produced an ornate red headpiece. A moment later, it was in place – a perfect fit. "Here is the new king of the GCIU," said Seide and Scimecca.

Tedeschi's royal subjects stood to hail their leader as proudly as any crowd in Westminster Abbey. "I didn't know anything about it," Tedeschi said recently. "Julie and Joe cooked it up all on their own." Seide and Scimecca are no longer alive. But King George still reigns. "A lot of people remember," Tedeschi said. "The name stuck."



Tedeschi was president of Local 406-C, Long Island from 1972-2000 and a tireless union leader. If there was a Christmas party, charity event, union picnic or chance to exchange ideas with a revered official like Jim Mitchell, international vice president of the International Printing Pressmen and Assistants' Union, Tedeschi was sure to be on the scene.





IBT PHOTOS

Affiliating with the Teamsters in 2005 gave the GCIU added clout and Tedeschi a powerful new partner, IBT General President James Hoffa. As a Teamster international vice president-at large, Tedeschi met often with some of the nation's most prominent political figures, including Barack Obama and Hillary Clinton.

## At Newsday, A 'Historic' Journey in '73

By Edward Hershey

When George Tedeschi phoned to tell me he was retiring my mind flashed back to the first time we spoke 46 years ago.

I called him to ask if Local 406-C at Newsday might be interested in organizing the paper's journalists. Neither of us could imagine where that conversation would lead but I am certain of this much: I could not have found a better partner and mentor for what became a historic journey.

Reliving that organizing campaign in a 2017 memoir, "The Scorekeeper," I could not help but marvel at how much we overcame in the 18 months from that first call to our initial contract – and how George seemed to know just how to deal with my highly suspicious colleagues, his somewhat wary members and a very resistant employer.

To my mind what really set George apart was his honesty and lack of pretension. Those traits were on display in organizing committee meetings, tense bargaining sessions and at a critical union meeting called to alert pressmen, drivers and other blue-collar workers they should be prepared to support editorial workers by doing something they never had: go out on strike.

George was as skilled in outmaneuvering adversaries as he was rallying the troops. He was as savvy as they come, able to read people and patient enough to let a scenario play out in his favor rather than move too soon.

Those of us in what became the editorial unit of 406-C admired and respected George and were grateful for what his diligence brought us. Reporters and editors, who are trained to question everything and everyone, paid George the ultimate compliment. We trusted him. And he repaid that trust many times over.

"The key to your success," I told him after wishing him a wonderful retirement, "is that you never forgot who you are and where you came from."

*Edward Hershey, a former Newsday reporter and lead organizer in the successful 1973 campaign to bring the paper's editorial workers into Local 406-C, is a media consultant in Portland, Oregon, and author of, "The Scorekeeper," a memoir.*



After a 1973 organizing campaign that brought Newsday journalists into the ranks of Local 406-C, Tedeschi, second from left, and reporter Edward Hershey, far left, met with company officials to sign a first contract.

PHOTO COURTESY EDWARD HERSHEY

"We won a corporate campaign and Quebecor World signed a neutrality agreement," Tedeschi said. "Subsequently, we organized a number of plants." He noted that pressures on the print industry in the digital age "sadly" have resulted in Quebecor splitting into a number of smaller companies resulting in the loss of hundreds of union jobs.

Amid a history of notable successes for Tedeschi, there were setbacks, too.

In 2006, editorial workers at the Santa Barbara News-Press voted overwhelmingly for GCC/IBT representation despite the fierce anti-union campaign of millionaire publisher Wendy McCaw.

McCaw fired eight reporters for organizing efforts, prompting boycotts and protests and, in 2009, a feature-length documentary, "Citizen McCaw."

Attempts at a first contract failed and years of legal battles followed. In 2012, the U.S. District Court of Appeals in Washington, D.C. all but ended hope when it ruled against the GCC/IBT and reporters seeking back pay.

Despite the expense and high emotional toll, Tedeschi never faltered, said Melinda Burns, one of the reporters who lost her job.

"Eight of us lost our fight for reinstatement and back pay to a panel of right-wing judges in Washington but our community and the GCC have never abandoned us," Burns said. "Our organizers, our lawyers and our negotiators have been the best of the best, thanks to George. We will never forget his unwavering support for our cause and the cause of all working people."

That sentiment – testifying to Tedeschi's unyielding commitment and loyalty – was echoed by many, including Clark Ritchey, GCC/IBT Pacific Region general board member and secretary-treasurer of District Council 2.

"For nearly 20 years George has led our organization to be one of the most respected organizations in the country," Ritchey said. "He has led with integrity, respect, passion and a vision for what our GCC needed and looked out for members first like all great leaders do."

At the NANC conference in Arizona last year, there was a brief tribute to Tedeschi – endearingly known as "King George" by many union members – who served as conference president from 1980-2000.

John Heffernan, president of Local 2-N, New York and NANC vice president, called Tedeschi one of labor's "great leaders" and the "backbone of the international."

As delegates stood and cheered, Tedeschi said. "This is something you don't forget."

When Tedeschi greets NANC for the last time as union president in June, the roar of appreciation is sure to be resounding again – another memorable moment for Tedeschi and those rising to applaud his life of union service. ■



# Freeman Again Rallying Support for Butch Lewis Act

**W**arning of a pension crisis that could leave union members “struggling to pay their bills” after retirement, GCC/IBT secretary-treasurer/vice president Kurt Freeman is again rallying support for the Butch Lewis Act, a Congressional proposal aimed at protecting plans in danger of failing.

“Our national pension plans and many of our local pension plans have been catastrophically affected by the loss of active members and financial crashes that have led to below expected investment returns and are now facing insolvency,” Freeman said. “It is important to contact your representatives in Washington and encourage them to adopt the Butch Lewis Act.”

The proposal is named after Estil “Butch” Lewis, a Vietnam veteran and local Teamster president in Ohio whose death four years ago at age 64 followed cuts in his Central States Pension Fund benefits.

Introduced in the Senate by Sherrod Brown of Ohio and in the House by Rep. Richard Neal of Massachusetts, the measure would strengthen the federal Pension Benefit Guaranty Corporation and establish an agency – the Pension Rehabilitation Administration – authorized to sell bonds and finance loans to distressed retirement plans.

Teamster officials are calling on members to urge legislative support for the Lewis act under consideration by the Joint Select Committee on Solvency of Multiemployer Pension Plans.

“This is not a union issue,” said IBT international vice president John Murphy. “This is not a collective bargaining matter. We are talking about the lives of millions of people who would be affected if Congress doesn’t take action to save the pension funds that need their help.”

Murphy said more than 300 multiemployer pensions plans across the country – including the Central States fund – are in danger of failing without legislative relief. Support for the Lewis act is essential to protect “hardworking Americans who are paying, or have paid, into the pension pool and have played by the rules all their lives,” the IBT official said.

Freeman, who began cautioning of a pension crisis last year, renewed his call for GCC/IBT members, leaders and local pension trustees to immediately sign an online petition backing the Butch Lewis measure. The petition can be accessed at the website [change.org](http://change.org) (search for “Support Butch Lewis”). Additional information is at <https://teamster.org/blog/2019/03/house-panel-lawmakers-rally-behind-pension-fix>.

“We cannot allow the pension system to fail,” Freeman said. “We can fix this. Act today.”

**STAND UP FOR  
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Fax: 202/508-6661

KURT FREEMAN  
SECRETARY-TREASURER/VICE PRESIDENT

TO: Local Union Officers, Members and Retirees  
FROM: Kurt Freeman, Secretary-Treasurer/Vice President  
RE: Multiemployer Pension Plans

The Joint Select Committee on Solvency of Multiemployer Pension Plans is holding meetings to discuss the multiemployer pension system and it is important to contact your Congressional offices to urge support of the Butch Lewis Act (HR 4444/ S. 2147). The Butch Lewis Act is the only plan that will provide a path to financial health for troubled pension plans and ensure that retirees and future retirees receive all of the benefits that they earned.

Please contact your member of Congress and encourage them to adopt the Butch Lewis Act by going to [change.org](http://change.org) and searching “Support Butch Lewis”. Call (888) 979-9806 or scan the QR code below.

Scan to go directly to [voicesforpensionsecurity.com](http://voicesforpensionsecurity.com)

Don't have a QR Scanner go to your app store and download a QR Scanner app for free. Then take a picture of the QR Code and go directly to the online petition.

The Teamsters also have a petition that you can find using this link:  
<http://ibt.io/SaveMyPension>

Scan to go directly to the Teamsters link.

Don't have a QR Scanner go to your app store and download a QR Scanner app for free. Then take a picture of the QR Code and go directly to the online petition.

**The above links should be shared with family and friends collecting a pension or hoping to collect a pension. We cannot allow the pension system to fail. We can fix this! Act today.**

## Trip Home by Back Road Ended With a Life Being Saved

By Dawn Hobbs  
*Special to the Communicator*

**T**here’s only one reason Brian Hiltner decided to stay off the highway and take a back road home after a shift at Honsa-Binder Printing in St. Paul, Minnesota. His 2009 silver Pontiac Torrent badly needed a bath and there was a discount car wash at an out-of-the way gas station.

Changing routes saved a life.

With his car squeaky clean and country music on the radio, Hiltner continued his drive. Two blocks from his house in rural Coon Rapids, he saw an alarming sight: a young man scrunched over, covered in blood and holding a dog on a leash.

“It was weird,” said Hiltner, a GCC/IBT shop steward at Honsa and member of the Local 1-M, St. Paul, executive board. “It just caught my attention, so I pulled over on the service road to see what was going on.”

Hiltner and another motorist, Dan McKee, realized the young man’s life was in peril.

He had been impaled by a tree stake – about an inch in diameter and 2-1/2 feet high – when he tripped walking his roommate’s dog and now was bleeding profusely.

The two quickly took action.

Hiltner, who recently completed a Red Cross first-aid course at the Printing Industry Midwest trade organization, wrapped his belt around the man’s blood-drenched leg as a tourniquet. McKee stuffed the deep gaping wound with a wad of gauze from the first aid kit he carried in his car.

The young man cried out: “I can’t see.”

“But his eyes were open,” Hiltner said. “He was turning all ghost white. I told him, ‘Just lay back. We got you. Just relax. We got it.’”

A passer-by called paramedics who later told Hiltner and McKee the young man, identified as Jayson Braaten,



Brian Hiltner, of Local 1-M, St. Paul, left, and another good neighbor, Daniel McKee, right, took quick action that saved the life of Jayson Braaten, center, and were honored by the Coon Rapids, Minnesota, police department.



24, likely would have died from blood loss had they not acted so quickly even though an ambulance took only four minutes to arrive.

“They said normally when they see that much blood on the ground, that the person didn’t make it,” Hiltner said. “They said we saved his life.”

The freak accident was covered by the local news and, later, in January, the two Good Samaritans were honored with a Citizen’s Award of Merit by the Coon Rapids Police Department at a City Council meeting.

Braaten now has two new friends he will never forget.

“Brian and Dan were absolutely selfless,” said Braaten, who Hiltner visited at the hospital and was then later invited with McKee to the Braaten family home.

“If they hadn’t of come along, I would have died,” Braaten said. “I could feel my eyes were open, but my vision had completely blacked out. I had to fight and kept telling myself that I’m not going to give up. I can’t thank them enough.”

Braaten said the incident has made him more introspective.

“I didn’t have a baseline for what I could be grateful for in my life,” he said. “I felt like a lot of people my age and took life for granted. Until you are at that edge, near death, is when you really start to value life.”

Back at the Honsa-Binder plant in St. Paul, word spread rapidly among workers about the hero in their shop.

“The most impressive part was that Brian was so humble about it,” said Jim Longerbone, Local 1-M president. “He acted like it was no big deal – that he had to do what he had to do. That’s just the way Brian is.”

Hiltner said he would not have seen Braaten on his usual ride home and was glad the back road led him to someone desperately in need of help.

“It was pretty crazy the way the whole thing happened,” he said. “But it turned out to be a feel-good story with a happy ending.”



## GREIF PACKAGING WORKERS WIN BIG

A federal court recently ruled that Greif Inc., a Los Angeles packaging company, owes six union workers approximately \$10,000 each for arbitrarily lowering their wages.

The U.S. Central District Court of California decided in favor of workers after a two-year arbitration dispute between the company and GCC/IBT Local 388-M, Los Angeles.

GCC/IBT leaders hailed the decision and said perseverance pays off.

"This decision is so significant for all union members because it shows that the process works," said Clark Ritchey, secretary-treasurer of GCC/IBT



District Council 2. "It also shows how some employers may attempt to ignore an arbitrator's decision – and that there are consequences for doing so."

The packaging plant, which employs 25 GCC/IBT members, has been under contract for nearly a

half-century. Two years ago, management sought to reduce wages of six workers who were "red circled" – that is, earning above scale – prompting the union to file a grievance, Ritchey said.

An arbitrator ruled in favor of the GCC/IBT, writing that "the clear, long, mutually accepted practice of the parties is not only that 'red-circle' rates are permitted, but they have been implemented over a 13-year period."

The company appealed but the federal court upheld the arbitrator's decision, which, it said, "draws its essence from the contract...(and) the courts must enforce it."

## UNION HISTORY POINTS TO 'WHERE WE'RE HEADED'

Phil Taylor, a 93-year-old retired lithographer and photographer of the "human condition," knows his labor history and says you should, too – especially given the current anti-union political climate in this country.

"Without knowing the history of who and what they are, union members can't know where they are headed," said Taylor, a former member of GCC/IBT 14-L, now 14-M, Philadelphia, who pursued photography during and after his print industry career.

Taylor said the hostile, partisan atmosphere in the United States – and provocative, statements of President Donald Trump – poses a threat to national unity and honest discourse. Inevitably, he said, the enemies of labor will be emboldened.

"There's nothing but propaganda, lies and distortions that are coming through the White House and unless working people understand our labor history, they will not be able to differentiate between the truth and non-truth."

Without an adequate grounding in history, voters can be too easily swayed, Taylor said. "It's no accident many of the working-class people voted for Trump...and didn't realize what would happen in respect to their position in the economy," Taylor said.

## TRAINING FOR MINNESOTA STEWARDS

Nearly two dozen stewards from Minnesota GCC/IBT locals 1-M, St. Paul, 1-B, Twin Cities, and 379-C, Mankato, recently attended a training seminar covering the principles of effective advocacy and techniques for assuring that employers honor collective bargaining agreements.

"These trainings are very important because they have to know their role as a steward and understand how to effectively represent their members," said GCC/IBT Representative Nick Caruso, who conducted the training.

Seminar topics in Minneapolis included defending members' rights, handling grievances, discipline and just cause, investigating allegations, settlements and arbitration, and the importance of documentation.

GCC/IBT representatives Phil Roberts and Caruso offer trainings customized for each individual local and its stewards.

"We have 30 years of experience," Caruso said. "No point in taking all this knowledge with you when you go. Might as well share it."

For more information about a training seminar for your local, contact Kurt Freeman at 202-570-6111.



## NANC TO HONOR TEDESCHI, WELCOME FREEMAN

Delegates to the annual North American Newspaper Conference will honor President George Tedeschi at its annual meeting and welcome Kurt Freeman as Tedeschi's successor.

After 19 years as GCC/IBT leader, Tedeschi will retire in June. Freeman, GCC/IBT secretary-treasurer/vice-president, will be sworn in as president when NANC meets June 3-5 in Scottsdale, Arizona, at the Embassy Suites.

The discounted group rate of \$105 per night for the 61st annual NANC event will be in effect for early arrivals beginning May 29. To reserve a room, call Embassy Suites at 480-949-1414.

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



## OTHER UPCOMING GCC/IBT CONFERENCES

### Midwestern States Conference – April 25-27 – St. Charles, Missouri

Highlights will include: Beamus, West Rock and Graphic Packaging caucuses, and presentations on labor history, the pension fund, and the Americans with Disabilities Act and a training session on bargaining by GCC/IBT Representative Phil Roberts. For more information, contact Steve Nobles, conference secretary-treasurer, at 586-755-8041.

### Eastern Conference – May 13-15 – Atlantic City, New Jersey

Highlights will include: speakers from the American Labor Museum/Botto House, presentations on pensions, dental plans and investments, and a session on workplace violence. For more information, contact Harry Selnow, Eastern Conference vice president, at 973-227-6801 or 973-714-5621.

## ZIPPITY-DO-DA! ZIPPITY...YAY!

ZippityPrint.com, a print shop in Cleveland, Ohio, now proudly displays the GCC/IBT "bug" on its products.

Joe Dell'Aquila started ZippityPrint with former employees of another shop, Hotcards.com, when a new franchise owner downsized production in order to eliminate union members.

"It left a bad taste in my mouth," said Dell'Aquila, who launched ZippityPrint.com in 2013 and immediately sought GCC/IBT representation for his workers.

Now, Dell'Aquila and his 6 workers – all members of Local 546-M, Cleveland, say they are thrilled to have GCC/IBT vendor designation, even though they already had the Allied Printing Trades Council label.

"This is important because, if the business is ever sold, there is a guarantee the production team would have someone looking out for them," Dell'Aquila said. "It also tells prospective employees there are standards in place to ensure a safe and fair working environment. And it lets prospective customers know they are getting a quality product produced by superior trades people."

The shop produces envelopes, letterhead, business cards, booklets, signs, calendars, marketing materials and more.

GCC/IBT leaders praised Dell'Aquila and his production crew.

"They fought to stay union and then broke off to start their own shop to remain union and print goods for other unions," said Israel Castro, president of District Council 3 and Local 546-M.

Castro urged members to do business with union vendors like ZippityPrint.com.

"When at all possible, we should make sure to patronize our own shops," he said. "It keeps Teamster members working."

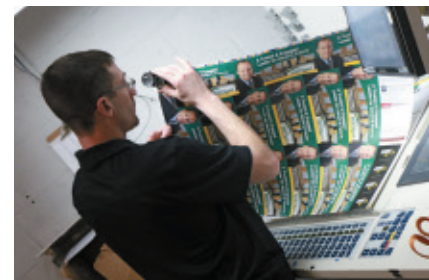


PHOTO BY BRANDON ACKER

ZippityPrint.com produces a variety of items displaying the GCC/IBT label, including letterheads, business cards and booklets.

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



## Le Green New Deal doit donner aux travailleurs une « place à la table »

Par Zachary Dowdy  
Collaboration spéciale au Communicator

Alors que les activistes membres de la coalition démocratique du Congrès militent en faveur d'un Green New Deal – le programme d'emplois climato-responsables inspiré des réformes à grande échelle que le président Franklin Delano Roosevelt a instaurées pendant la Dépression – les leaders de la CCG-FIT affirment que le travail dans le domaine de l'énergie durable doit revenir aux femmes et aux hommes syndiqués.

« Je pense que, globalement, nous devons, en tant que syndiqués, être à l'avant-garde pour ce qui est de la formation sur toutes les nouvelles technologies, estime Steve Sullivan, président de la section locale 3-N à Boston. Nous devons avoir une place à la table qui sera créée. C'est bon de prendre les devants pour ce genre de choses. »

Bien qu'intéressés par le programme environnemental démocratique, les dirigeants syndicaux ont indiqué qu'ils doivent aussi continuer de veiller à protéger les emplois des travailleurs dans les industries traditionnelles et à préserver les droits des syndiqués d'une façon générale.

Ils ont fait remarquer que le New Deal était soutenu par la Loi Wagner qui protégeait les travailleurs – une disposition essentielle du programme de Roosevelt pour relancer l'économie.

« Un Green New Deal vraiment trans-

formateur — qui couvre tous les aspects de l'économie — doit être enchâssé dans le droit de s'organiser », a indiqué Lauren Burke, du programme Atlantic Fellows pour Social and Economic Equality, dans un article publié sur le site Web Inequality.org.

La résolution sur le Green New Deal, qui a été proposée à la Chambre des représentants par Alexandria Ocasio-Cortez de New York et au Sénat par Ed Markey du Massachusetts, vise à répondre à ces préoccupations en exigeant des « emplois syndiqués de grande qualité », une « parité » dans les salaires et les avantages sociaux pour les travailleurs déplacés par le virage vers une économie durable et de meilleures normes de sécurité au travail.

« Ce sera le New Deal, la Grande Société, le projet audacieux, le mouvement des droits civils de notre génération », a affirmé A. Ocasio-Cortez lors d'une séance de discussion libre tenue à la fin de l'an dernier.

Bien que désireux de s'attaquer aux enjeux environnementaux, certains démocrates influents – dont Nancy Pelosi, la présidente de la Chambre des représentants – émettent des réserves sur le Green New Deal de crainte que les électeurs ordinaires soient alarmés par un programme jugé trop coûteux et trop ambitieux.

Mais le plan est appuyé par certains des membres les plus en vue du parti,

notamment les sénateurs Cory Booker du New Jersey, Kamala Harris de la Californie, Elizabeth Warren du Massachusetts et Kirsten Gillibrand de New York, tous candidats à l'élection de 2020.

« Nous pouvons créer des emplois nouveaux et propres qui protègent notre planète et notre économie, mais nous devons cesser d'avoir peur des industries qui dépendent du charbon et des combustibles fossiles, a déclaré K. Gillibrand dans une pétition invitant les électeurs à soutenir le plan. Élevons-nous contre elles, dans l'intérêt de nos enfants et de notre avenir. C'est pour cela que nous avons besoin d'un Green New Deal. »

La BlueGreen Alliance, un partenariat constitué de grandes organisations syndicales et de groupes environnementaux influents qui luttent contre les changements climatiques sans mettre en péril les emplois, se préoccupe aussi de trouver un juste équilibre entre les objectifs des environnementalistes et ceux des travailleurs syndiqués.

« ... nous ne pouvons plus choisir entre de bons emplois et un environnement propre—les mesures que nous prenons pour créer des emplois de qualité et protéger les travailleurs et l'environnement doivent aller de pair, et nous allons bâtir ensemble une économie propre, dynamique et équitable », affirme l'Alliance dans un énoncé de politique.

La coopération mutuelle est fondamentale, estime George Tedeschi, président de la CCG-FIT.

« En tant que bons citoyens, nous sommes obligés de prendre au sérieux les enjeux climatiques. Le problème consiste à trouver un juste équilibre entre ces préoccupations et notre obligation de voir à ce que certains travailleurs ne soient pas défavorisés. Je suis persuadé que c'est possible si les mouvements environnementaux et syndicaux mettent leurs efforts en commun. »

Selon Michael Mitchem, président de la section locale 235 du CCG-FIT à Kansas City, Missouri, le Green New Deal semble être un bon plan pour le pays – et le monde – mais la politique au Capitole entre assurément en ligne de compte.

« Il faut pouvoir faire des compromis. Si l'on va trop à gauche, certaines choses ne se feront pas. »

Comme les autres leaders, Sullivan de la section locale 3-N de Boston estime qu'il faudra trouver un terrain d'entente pour faire accepter le Green New Deal.

« Si un démocrate de New York veut, pour ses enfants et ses petits enfants, le même avenir qu'un républicain du Texas, cela ne devrait pas poser de problème. Nous devons arriver à une forme de consensus. »

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

## El New Deal Verde debe incluir a los sindicatos en las negociaciones

Por Zachary Dowdy  
Especial para *The Communicator*

Al tiempo que la coalición de congresistas demócratas activistas promueve un "New Deal Verde", un nuevo trato para la creación de empleo respetuoso del medio ambiente según el modelo de reformas radicales aplicadas por el presidente Franklin Delano Roosevelt durante la Depresión, los líderes de GCC/IBT dicen que el trabajo en el campo de la energía sostenible debe ser realizado por hombres y mujeres sindicalizados.

«Creo que, sobre todo, como movimiento sindical necesitamos estar a la vanguardia en cuanto a la formación de los trabajadores en todas las nuevas tecnologías», dijo Steve Sullivan, presidente de la Local 3-N en Boston. «Tenemos que estar sentados a la mesa cuando se cree lo que se vaya a crear. Conviene llevar la delantera en estas cosas».

Sin dejar de expresar interés por la agenda favorable al medio ambiente que está tomando forma entre los demócratas, los dirigentes sindicales indicaron que al mismo tiempo es preciso prestar atención a la protección del trabajo en las industrias tradicionales y salvaguardar los derechos de los trabajadores en general.

Recuerdan que el New Deal de FDR estaba respaldado por la Ley de Wagner para la protección de los trabajadores, ele-

mento esencial del programa de recuperación de Roosevelt.

Un verdadero "New Deal Verde", que alcance a todos los rincones de la economía, debe tener también bien arraigado el derecho a organizarse», dijo Lauren Burke, del programa Atlantic Fellows para la Igualdad Social y Económica, en la página web Inequality.org.

La resolución New Deal Verde, presentada a la Cámara de Representantes por la congresista Alexandria Ocasio-Cortez de Nueva York, y al Senado por Ed Markey de Massachusetts, busca abordar estas cuestiones exigiendo "trabajos sindicalizados de alta calidad", "paridad" en salarios y beneficios para los trabajadores desplazados por la evolución hacia una economía sostenible, y mejores normas de seguridad en el lugar de trabajo.

«Esto va a ser el New Deal, la Great Society, el salto a la luna, el movimiento de los derechos civiles de nuestra generación», dijo Ocasio-Cortez en una reunión abierta celebrada a fines del año pasado.

Aunque deseosos de afrontar las cuestiones ambientales, algunos demócratas influentes, y entre ellos la presidenta de la Cámara, Nancy Pelosi, reservan su opinión sobre el New Deal Verde por temor a que los votantes que forman la mayoría se alarmen ante una agenda que puede parecer demasiado cara y ambiciosa.

Pero el plan cuenta con el apoyo de algunas de las figuras de más alto perfil del partido, como Cory Booker de Nueva Jersey, Kamala Harris de California, Elizabeth Warren de Massachusetts y Kirsten Gillibrand de Nueva York, todos los cuales aspiran a la presidencia en 2020.

«Podemos crear nuevos empleos limpios que protejan nuestro planeta y nuestra economía, pero tenemos que dejar de amedrentarnos ante los sectores del carbón y combustibles fósiles», dijo Gillibrand a los votantes en una petición de apoyo al plan. «Hagámosles frente por el bien de nuestros hijos y de nuestro futuro. Para eso es para lo que necesitamos un New Deal Verde».

El logro de un equilibrio entre las metas de los ambientalistas y el sindicalismo preocupa también a la BlueGreen Alliance, una alianza entre las principales organizaciones laborales e influyentes grupos ambientalistas dedicada a luchar contra el cambio climático sin poner en riesgo los empleos.

«... ya no nos es dado elegir entre buenos empleos y un ambiente limpio: las acciones que tomemos para crear empleos de calidad y proteger a los trabajadores y el ambiente deben ir de la mano; juntos, construiremos una economía limpia, floreciente y justa», dice una declaración de las políticas de la Alianza.

El presidente de GCC/IBT, George

Tedeschi, dijo que la clave está en la cooperación mutua.

«Como buenos ciudadanos, estamos obligados a tomar en serio las cuestiones climáticas», dijo Tedeschi «El secreto está en equilibrar estos problemas con nuestra obligación de conseguir que ciertos trabajadores no sufran desventajas. Tengo fe en que esto se conseguirá si los movimientos ambiental y sindical trabajan al unísono».

Michael Mitchem, presidente de la Local 235-M de GCC/IBT en Kansas City, Missouri, dijo que el New Deal Verde parece un buen plan para el país, y para el resto del mundo, pero que la política en juego en Capitol Hill será un factor sin ninguna duda.

«Tenemos que ser capaces de adoptar un compromiso», dijo. «Si nos inclinamos demasiado hacia la izquierda, las cosas no se van a lograr».

Como otros líderes, Sullivan de la Local 3-N de Boston dijo que la aceptación del New Deal Verde dependerá de que se encuentre terreno común.

«Sin el demócrata de Nueva York quiere el mismo futuro para sus hijos y nietos que el republicano de Tejas, entonces no tendrá que haber problema», dijo. «Tenemos que alcanzar algún tipo de consenso».

Zachary Dowdy es reportero de *Newsday* y vicepresidente editorial de la local 406-C, 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
<b>Death Benefit Claims Paid February 2017</b>			
555M John T Morkill	1-26-16	612M Joseph Licenziato	02-13-15
555M Richard Parent	12-23-16	612M William Lupinacci, Jr	08-15-16
555M Laurent Rousseau	11-23-16	670C John F Elam	11-18-16
555M Armand St-Germain	11-23-16	853T Ronald A Steffens	11-09-16
568M Ralph L Schneider	11-29-16	853T Eric M West	12-13-16
572T Daniel Liston	12-12-16	853T William W Wilson	12-16-16
572T Robert H Wickersheim	12-26-16	999ML John H Anderson	12-27-16
575M Linda A Jonker	06-26-16	999ML Arthur J Belanger	11-29-16
577M James R Anson	07-11-16	999ML William L Cameron	12-15-16
577M Arete Chaltas	11-17-16	999ML Don W Carroll	06-26-16
577M James H Euer	02-17-14	999ML Michael A Castelli	01-17-17
577M George J Gates	01-09-16	999ML Antoinette Cirello	01-23-17
577M Rodney H Hawkins, Sr	04-09-16	999ML Michael L French	11-12-16
577M Dorothy A Heiman	12-05-16	999ML Michael W Krawczyk	06-27-15
577M Walter F Huf	12-06-16	999ML Rosella Leaders	12-03-16
577M Donn E Kleis	01-07-14	999ML William D Ramsey	05-30-15
577M Roger J Myszewski	01-08-17	999ML Wilfred R Rounds, Sr	01-16-17
577M Jack C Wunsch	11-10-16	999ML Paul F Sufitta	12-06-16
612M Mildred G Daniel	11-07-16	999ML Thomas A Ward	01-20-17
		2289M Josephine Anderson	12-28-16
		2289M Margaret S Chmiel	12-19-16

Local	Date of Death
2289M Thomas A Deiling	12-04-16
2289M Gary L Fox	12-16-16
2289M Joe Sims	06-24-16
6505M Ruth O Barker	12-05-16
6505M Laverne J Breidecker	12-07-16
6505M Allen R Ethridge	09-28-16
6505M Wanda M Love	12-03-16
6505M James H Miller	12-23-16
6505M Gary L Opitz	01-02-17
6505M David Palmer Sr	12-03-16

Local	Date of Death
2N Dominick D Cimei	03-17-16
2N Richard E Spies	01-11-17
2N Thomas Walsh	12-19-15
3N Alexander Avramides	01-18-17
3N Ernest G Dubois	11-13-16
3N Margaret I Mcdonough	01-31-99
3N Olivier Proulx	03-06-16
4B William E Cogle	02-07-17
4B Cecil O Toler	01-22-17
4B James K Weatherly	01-13-17
4N Wallace P Ward	03-12-16
8N Richard J Moorcroft	12-01-16

Local	Date of Death
58M Gerard A Woods	01-20-17
72C Robert Q Cutter	01-22-17
72C Susan E Delancey-Aisqui	01-19-17
100M Adriaan Lein Versluis	01-04-17
119B Allen V Genco	12-24-16
119B Vincent Marino	02-04-17
128N Raymond G Hofstetter	01-19-17
128N Thomas M Mcdaniel	01-24-17
197M Phillip Cotterman	12-05-14
197M Robert E Everett	01-29-16
197M O B Morelock	08-12-15
226M Samuel K Hamm Jr	01-19-17
235M Wendell D Coon	10-17-15
235M James G Lockwood	12-05-16
241M Thomas J Gilgallon	12-07-16
242C Roger L Vanderzand	02-02-17
261M Norman M Fritz	01-10-17
261M Raymond Kozlowski	03-15-99
261M Garret J Wadosky	01-24-17
285M Derwood H Bush Jr	12-04-16
285M Donald R Bussink, Sr	01-12-17
285M Walter H Kesner	01-22-17
285M John W Mills Jr	02-19-17
355T Claude C Hartwick Jr	11-07-15
388M John J Alameda	11-30-15
455T William G Bullard	01-10-17
458M Tyrone T Andrews	01-23-17
458M Marguerite Bowers	12-29-16
458M William H Creamer	01-19-17
458M Nicholas J Danna	08-31-03
458M John F Feret	02-04-17

## Death Benefit Claims Paid March 2017

1B Alice C Bukvich	12-31-16
1B Donald J Maloney	12-13-16
1B Patricia A Prince	12-13-16
1C Iredell A Fontz	12-11-16
1L Stephen J Badalamenti	01-17-17
1L Mihran V Dukmejian	12-21-16
1L Betty Farrell	01-12-17
1L William C Kaulbach	02-03-17
1L Thomas Lawrence	01-20-17
1L Roy H Murray	01-13-17
1L Mario R Neri	02-13-16
1L Donald L O'Toole	03-04-16
1L James A Porter	01-04-17
1L Roland H Reinhart Jr	07-22-16
1M James E Dourney	01-09-17
1M Dennis G O'Connor	12-17-15
2N Sebastian Accardi	01-19-16

## Henry Rumph, a Union Official 'Never Off Duty'

As a union organizer, Henry Rumph never was off duty. "We'd be at a restaurant and Henry would see a delivery coming in," recalled his wife, Sheila Rumph. "And he'd ask the workers, 'What union do you belong to?'" If the deliverers weren't union members, Rumph would tell them they ought to be.

Rumph, who died of natural causes on Dec. 20, 2018 at age 68, became a GCC/IBT organizer in 2003 and retired in 2015. He was known as a resourceful and determined union professional dedicated to the good of working people.

"Henry Rumph was a wonderful person and outstanding union organizer," said GCC/IBT president George Tedeschi. "He was driven by the belief that unions improve the lives of workers and he spread that message with pride and conviction."

Sheila Rumph said her husband spoke of his union work often and with enthusiasm.

"He believed in everybody getting their due and that everybody had the right to earn as much as the next person for doing the exact same thing," she said.

Henry Willie Rumph was born February 15, 1950, in Marshallville, Georgia, to the late Willie James and Louise "Honey" Rumph. After graduation from Macon County High School, he served in Vietnam as a Marine Corps machine gunner and saw duty during the fierce fighting around the city of Da Nang.

At one point, Rumph suffered a shrapnel wound in the leg but did not report the injury. "I say I came home without a scratch," he told the Communicator in a 2015 interview.

Rumph continued in the Marine Corps as a military police officer when he returned to the United States. Re-entering civilian life, he worked for the Department of Justice



Henry Rumph

Rumph said – and devoted parent of sons, Henry Jr. and Raynoldo and daughters, Davina and Precious.

On a tribute website, Raynoldo, said: "He complained very little and worked until the end. That's my father."

Services for Henry Rumph were held at the Pope Funeral Home, Forestville, Maryland. Burial followed at Cheltenham Veterans Cemetery, a state-run location in Cheltenham, Maryland.

in the fingerprint area before moving to the unionized print industry.

In 1981, he became a member of the International Printing and Graphic Communications Union Local 449-S which merged with GCC/IBT Local 72-C, Washington, D.C., and served as a shop steward.

"Henry was someone you could count on," said Paul Atwill, president of 72-C. "He will be missed by all who knew him."

Organizing was a "hard job," Rumph told the Communicator in 2005, but a worthy enterprise.

He devoted much of his attention to Quebecor plants in Tennessee and Mississippi and said he was particularly proud of a lengthy organizing drive at a Salisbury, Maryland printing plant ultimately settled in the union's favor by a federal court ruling. "It was a battle worth fighting," Rumph said.

After retirement, Rumph began a small landscaping business in Clinton, Maryland, where he lived with his wife. He loved to fish and delighted in backyard family barbecues,

Rumph was an attentive husband – "He spoiled me," Sheila

## James R. Roof: Top Priority Was Service to Others

James R. Roof, former GCIU director of organizing and a veteran international representative whose devotion to workers' rights and vast experience at the local level drew wide respect, died Jan. 7 at a Las Vegas, Nevada, hospital. He was 84.

Cause of Roof's death was related to heart and other health issues, according to Neva Roof, his wife of 64 years.

Neva Roof said her husband, an international union staff member for more than 25 years, took exceptional pride in his union work and believed he was "helping a lot of people" by advancing the cause of organized labor.

GCC/IBT President George Tedeschi praised Roof's long career and commitment to union members. "Jim was a fine man and outstanding union official," Tedeschi said. "He was a great advocate for working people."

James Roger Roof was born Nov. 19, 1934 in Mason City, Iowa, to Elgin Roof and Leora Work Roof. In 1955, he was initiated into the Amalgamated Lithographers of America Local 37-L, Des Moines, as an apprentice lithographer. The next year, Roof was elected to the 37-L executive board and, in 1958, earned journeyman pressman status.



James R. Roof

He was elected secretary-treasurer of 37-L in 1959 and remained in that office after the local affiliated with the Lithographers and Photoengravers International Union (LPIU), a forerunner of the Graphic Arts International Union, Graphic Communications International Union and, ultimately, the GCC/IBT.

In 1969, the LPIU made him the union's first international organizer – experience that foreshadowed his selection in 1984 as GCIU director of organizing. Four years later, he became a GCIU international representative.

Roof left little doubt that he placed a high priority on service. "I know he felt he was helping a lot of people," said Neva Roof.

Roof and his wife moved to Lake Havasu City, Arizona, from their home in Arvada, Colorado, three years ago. He was an ardent golfer, a highly regarded duplicate bridge player and a member of the Benevolent and Protective Order of the Elks Lodge 2399.

James was a devoted husband and loving father to the couple's four children, Neva Roof said. "Truly, a good guy. One of the best."

In addition to his wife, Roof is survived by a son, Jim Roof; daughters, Janet Reyelts, Judy Neiman and Jo Ellen Jernigan; and five grandchildren.



## NLRB Plans Speedier Service

When it comes to settling disputes, the National Labor Relations Board isn't known for speed. Things could change – in a hurry.

A new strategic plan aims to cut the time it takes to resolve cases by five percent each year over the next four. If the agency succeeds, there should be a 20 percent improvement by the end of 2022.

The agency intends to handle unfair labor practices and appeals more quickly, significantly reduce the time regional offices take to process unfair labor practices and diminish the NLRB's sizable backlog of unresolved cases.

"Over the years, the amount of time it takes for cases to be processed and for resolutions to be reached has increased," NLRB General Counsel Peter Robb said. "My goal is to reverse this trend," he said.

GCC/IBT President George Tedeschi hailed the efficiency move – so long as the speed-up does not result in labor getting less consideration.

"We expect impartial treatment by the NLRB no matter how long the process takes," Tedeschi said. "Companies like to 'work the clock' and wear us down. That might be more difficult if the NLRB picks up the pace. In the end, though, fair play matters most."



CREDIT: IBT LOCAL 355 VIA GOOGLE IMAGES

- Don't fall for the con. Nobody is really going to give you a free home security system, bargain vacation or pre-approved loan. Hang up.
- Fluky Friday and Tricky Tuesday. This is prime time for robocalls. Be on the alert, especially in high-target areas: Atlanta, Chicago, Dallas, New York City, Los Angeles, Birmingham, Alabama, and Miami.
- Why are there so many scam calls? "Sadly," says Kirchheimer, "the answer is that they work."



GRAND THEFT PAYCHECK REPORT

## Give Robocalls Silent Treatment

The calls come from all over – California, Alabama, Virginia, New York – and warn of tax troubles or promise a free Caribbean cruise.

They're phony, and annoying, and, sometimes, dangerous. Public: Beware.

By one estimate, more than 4 million "robocalls" – those using modern communications technology – are placed every hour, according to a story in the AARP Bulletin by Sid Kirchheimer. Live calls – those from actual human beings, most asking for money – are increasing, too.

"...no doubt you've been targeted, and you will continue to be," said Kirchheimer.

He offered these hints for fighting back:

- Answer with silence. Don't even say "hello" if you don't recognize the number.
- Make a recording on your smart phone that says "this number is not in service" and play it when you get a bogus call.
- Consider a blocking service from your cell phone provider like AT&T's Call Protect or T-Mobile's Scam Block.



## Who's Picking Our Pockets?

Companies are always looking for more profit. Some find it in the pockets of their employees.

A major research project by two worker-advocacy groups revealed that major corporations – including, Walmart, FedEx, Bank of America, Wells Fargo, AT&T, JPMorgan Chase and State Farm insurance – have shelled out billions to settle wage theft lawsuits.

In their report, analysts for the Corporate Research Project of Good Jobs First, a non-partisan resource center, and Jobs With Justice Education Fund, a pro-worker action group, said abuse among large companies is widespread.

"Our findings make it clear that wage theft goes far beyond sweatshops, fast-food outlets and retailers," said Philip Mattera, research director of Good Jobs First. "It is built into the business model of a substantial portion of Corporate America."

Digging through federal and state court records, researchers found that many large corporations increase profits by forcing employees to work off the clock, denying required overtime pay and engaging in practices generally considered wage theft – practices that are not tolerated under union contracts.

Adam Shah, a senior policy analyst at the Jobs With Justice Education Fund, said there is particular "urgency" for worker protection at this time because the Trump Administration seeks to weaken enforcement and the U.S. Supreme Court is making it more difficult to bring class action lawsuits.

Most needed, Shah said, is political pressure for strict enforcement of labor law that holds "cheating bosses" accountable and policy reforms assuring workers ready access to courts. "While wage theft is pervasive," he said, "it is also preventable."

The report, "Grand Theft Paycheck: The Large Corporations Shortchanging Their Workers' Wages," can be found online at [www.goodjobsfirst.org/wagetheft](http://www.goodjobsfirst.org/wagetheft).

## Profits Soar but Middle Class is Still Grounded

The stock market looks good, corporate profits are robust and Wall Street is holding a block party.

But in the World of Regular People, things are not so hot.

The Washington Post reported that "a record" 7 million Americans are 90 days or more behind on auto installment loan payments, according to the Federal Reserve Bank of New York – worse than in the middle of the Great Recession and a sign that middle-income folks are still coming up short.

"The substantial and growing number of distressed borrowers suggests that not all Americans have benefited from the strong labor market," said New York Fed economists quoted by the Post.

Most people give top priority to car loans, the Post noted, because vehicles are key to employment. "When car loan delinquencies rise, it is usually a sign of significant duress among low-income and working-class Americans," the paper said.

In another sign that many Americans never recovered from the nation's financial crisis, the Federal Reserve Board said four of 10 Americans could not handle a \$400 emergency without borrowing or selling a belonging.

The number of people in tough financial circumstances is "disconcertingly large," said the Fed. Word has yet to reach Wall Street.



AAA MAGAZINE





# Credit Counseling

**Debt and credit problems can happen to anyone at anytime.**

Luckily, The Union Plus Credit Counseling program can help you regain your financial footing by helping you better manage your finances. Get free credit counseling from certified counselors.

To speak to a counselor call 1-877-833-1745 or visit [unionplus.org/creditcounseling](http://unionplus.org/creditcounseling)

Learn more  
at [unionplus.org](http://unionplus.org)





## GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND

This is a summary of the annual report for the GRAPHIC COMMUNICATIONS BENEVOLENT TRUST FUND, (Employer Identification No. 52-1632857, Plan No. 502) for the period July 1, 2017 to June 30, 2018. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$53,306,872 as of June 30, 2018 compared to \$52,236,918 as of July 1, 2017. During the plan year the plan experienced an increase in its net assets of \$1,069,954. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$4,104,606. This income included employee contributions of \$217,674, realized gains of \$3,733,000 from the sale of assets and earnings from investments of \$210,145. Plan expenses were \$3,034,652.

These expenses included \$458,374 in administrative expenses and \$2,576,278 in benefits paid to participants and beneficiaries.

### YOUR RIGHTS TO ADDITIONAL INFORMATION

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

1. An accountant's report;
2. Financial information and information on payments to service providers;

3. Assets held for investment; and
4. Transactions in excess of 5 percent of the plan assets.
5. Information regarding any common or collective trust, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates.

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

Kurt Freeman  
25 Louisiana Avenue, NW  
Washington, DC 20001  
202-508-6660

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

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

25 Louisiana Avenue, NW  
Washington, DC 20001

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

## TEAMSTERS DISASTER RELIEF FUND

Union brothers and sisters need your help now! Thousands of fellow Teamsters in Puerto Rico, Texas, Florida and Northern California have been affected by the devastation caused by hurricanes and wildfires. One way fellow Teamsters can lend a hand right now is through contributions. The Teamsters Disaster Relief Fund is collecting monetary donations to support those impacted by these natural disasters.

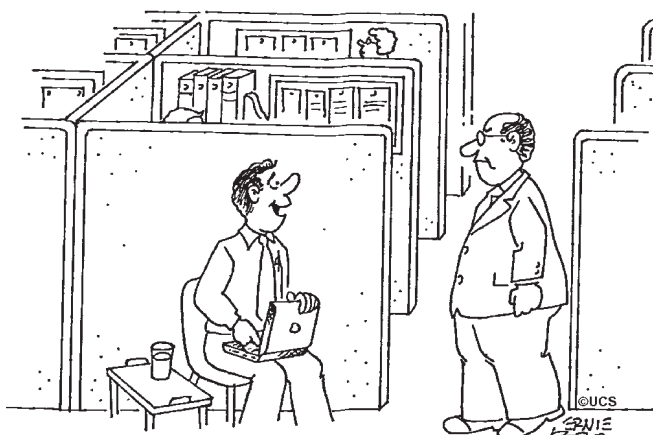


Now is the time you can make a difference!

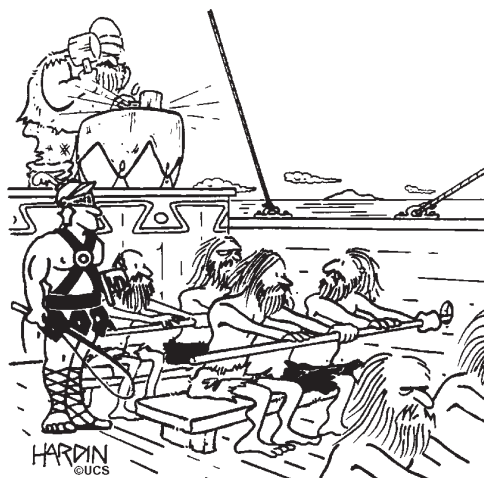
Online:  
[tdr.teamster.org](http://tdr.teamster.org)

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

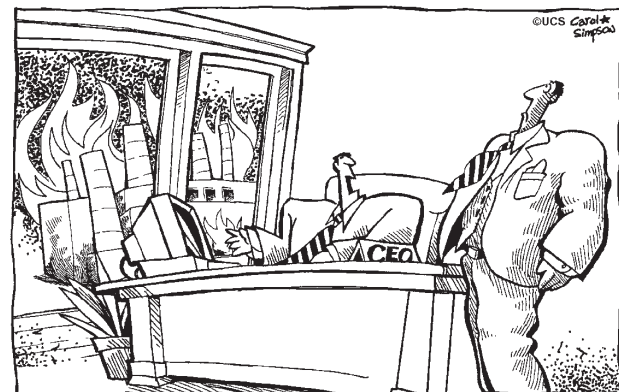
## Funny Business



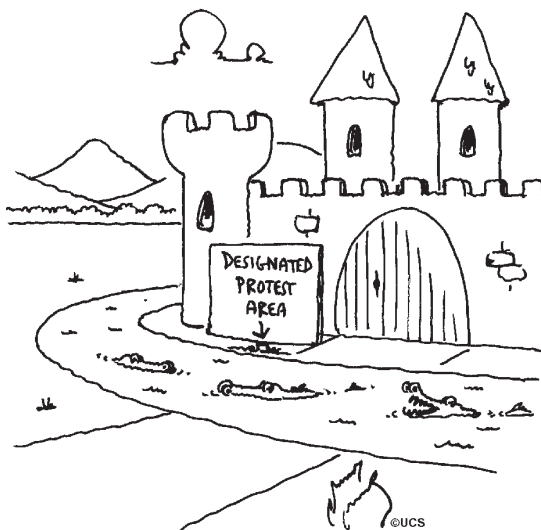
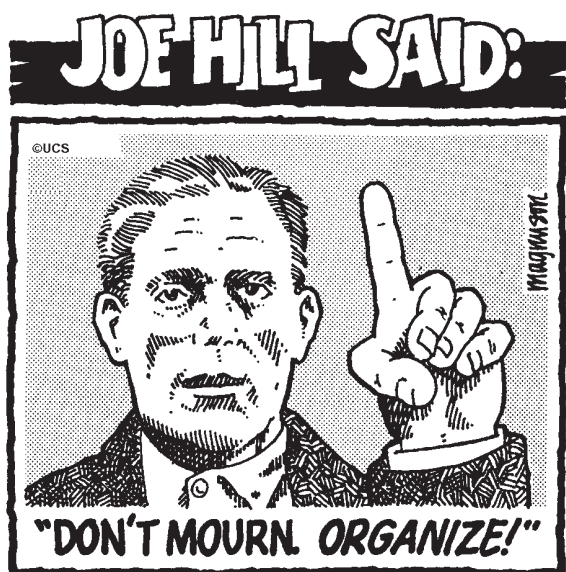
"I've decided to work outside the box."



"Personally, I don't see that management got anything out of those Sensitivity Training workshops."



"I'll take full responsibility for finding a suitable scapegoat."



The beginning of the end for the dinosaurs.