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After Long Union Career, Agenbroad Still Serving



Agenbroad with former Secretary of State Colin Powell

PHOTO COURTESY JOHN AGENBROAD

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Put Pressure On Senate To Pass Lewis Act



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'New NAFTA' Represents Progress for Workers



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TOP STORY

GCC/IBT Leaders Say Candidates Must Vow To Make Labor Demands Top Campaign Priority

By Zachary Dowdy
Special to the Communicator



STRONGER PRO-ORGANIZING LAWS, A NATIONAL BAN ON RIGHT-TO-WORK legislation, pension protection and help with staggering health care costs are among the top election year issues identified by GCC/IBT leaders as they sort through the programs and campaign promises of Democratic presidential hopefuls.

Other pro-labor measures favored by union leaders include laws that would guarantee 12 weeks of paid family or medical leave, a minimum of seven sick days for all full-time employees and a boost in the federal minimum wage.

In November, union members will have an opportunity to vote against the anti-labor policies of the Trump administration and his Republican allies on Capitol Hill, officials said.

"This is a crucial election for working families and labor in general as we are faced with

the potential of being able to flip the current attack on the working class," said GCC/IBT President Kurt Freeman.

It is essential, Freeman said, that labor organizations and union members demand that candidates at all levels – local, state, federal – commit to an agenda that serves working people.

"If candidates are elected that fight for pension protection, affordable health care and labor friendly appointments to the National Labor Relations Board, the Supreme Court and federal judges, we can make the American dream a reality for middle income families," Freeman said. "We must elect candidates who understand that idea and then hold them to it once they are elected."

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After 8 Tough Years, First Contract Is Ratified at Oberthur/IDEMIA



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Locals Nominate Candidates for Election of Conference Officers and General Board

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WHERE I STAND

KURT FREEMAN GCC/IBT PRESIDENT

'Fake News' is Often The Truth We Just Don't Want to Hear

IN THESE DAYS OF FIERCE POLITICAL PARTISANSHIP, IT sometimes seems impossible to get the straight story.

Many people don't even bother looking for it.

Millions of Americans shun reliable, mainstream news sources and turn to one-sided fringe outlets that reinforce their beliefs. Sociologists call this "confirmation bias" –



finding verification for what you already think is correct.

"When people would like a certain idea or concept to be true, they end up believing it to be true," said an article in Psychology Today magazine. "They are motivated by wishful thinking."

Is it any wonder the country is so divided? Too often, we not only clash on candidates and public policy – we can't even agree on the facts.

Analysts at the respected Pew Research Center found that approximately 80 percent of Republicans and almost as many Democrats say they cannot find common ground on "basic facts of issues."

Some of this is human nature – and political differences are sure to run high in a big election year – but I can't remember when things have been this tense.

It's bad enough for ordinary Americans to be at odds with one another.

But it's a real problem when division paralyzes Capitol Hill.

President Donald Trump – who promised to do great things for working Americans – has shown from Day One that he is mostly interested in himself. He favors big business, backs the GOP's conservative agenda and brands criticism as "fake news."



Fearing the President's fury, Republicans have fallen into line.

Democrats aren't perfect, of course. They support unions but are not always bold enough in advancing strong labor-friendly legislation. Sometimes internal strife gets in the way of a unified party message. And Democrats have their hyper-partisan moments, too.

But far more than the GOP, Democrats are willing to seek compromise. Republicans, on the other hand, have raised obstructionism to an art form.

In the House of Representatives, Democrats passed something like 400 bills since taking control of the lower chamber last year.

Most of those measures have been stalled in the Senate by GOP Majority Leader Mitch McConnell who is mostly interested in confirming conservative federal judges nominated by Trump.

This kind of stonewalling should worry all Americans – and especially union members.

Look at the Butch Lewis Pension Act, for instance.

This desperately needed measure would aid faltering pension funds with low-cost government loans. Passage would assure that retirees continue getting benefits while plan directors try to stabilize their programs.

The House okayed the Lewis act in July by 264-169 – and even managed to win 29 Republican votes.

As our story on Page 11 points out, not much has happened since.

McConnell, who proudly calls himself the "grim reaper" because he loves to kill Democratic initiatives, is letting the bill languish.

It's a shame and union members should complain – loudly – to their senators.

In another time, there likely would have been agreement on essential legislation like the Lewis proposal.

That was when Republicans were willing to work with Democrats for the good of the country.

Not these days.

But we have to keep fighting – emphasizing the positive, pushing for progress and celebrating every victory.

Along those lines, I want to congratulate everyone who helped workers gain a first contract at Oberthur/IDEMIA in Exton, Pennsylvania, after eight difficult years.

That's a bit of good news. Nothing fake about it. ■

OUTLOOK

JAMES P. HOFFA TEAMSTERS GENERAL PRESIDENT

Top IBT Priorities: Preserve, Protect, Enact

THE 2020 PRESIDENTIAL ELECTION IS arriving at a key moment in U.S. history.

Workers, long the backbone of this nation, are falling behind because they've been ignored at the expense of corporations. November's vote is an opportunity to change that and pave a path to prosperity.

But what do members consider most important?

Three months and 22,000 surveys later, IBT members identified their priorities:

- Preserve hard-earned pension benefit
- Continue to protect legally-guaranteed rights to bargain in good faith.
- Enact fair trade deals that take workers' issues under consideration.

With those goals in mind, we are sending members across the country to put presidential contenders on the record. And we've built a website — www.teamstersvote.com — where people can get answers directly from candidates.



Our members can't be easily won.

Their voices, and the voices of all American workers, must be heard. That is why we have asked all of the candidates, Democrats and Republicans, to make serious commitments to receive consideration.

Besides sitting down for interviews, candidates must sign our pledge to support legislation that protects pensions and retirement security, strengthens the ability of workers to join a union and establishes a trade policy that protects working people.

It is not enough for candidates to say they stand with working people. The Teamsters will ask them to partner with us in support of workers -- whether at a strike line, an organizing committee meeting or any other true show of solidarity.

Candidates who fulfill the requirements will be eligible to receive the Teamsters' support.

Ahead of a union endorsement, the union leadership will poll membership and survey local union leadership. From there, the general executive board, at the recommendation of the general president will, or will not, make an endorsement.

This union is optimistic that those seeking the highest office in the land are ready to stand with workers. ■



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In 2020, Unions Will Hold Politicians Accountable

TAKE A DEEP BREATH.
Election year is here.

For the American labor movement, and working people everywhere, it is difficult to imagine the stakes being much higher.



The country is in the grip of a powerful anti-labor alliance – big business and its lobbyists, arch-conservatives on Capitol Hill and, in Donald Trump, a president who parades as a working class hero but never delivers.

In fact, with his far-right choices for the judiciary and National Labor Relations Board, trashing of workplace safety standards, tax cuts for the wealthy and pro-business appointments at the agency level, Trump has turned back the clock. America great again? Some joke.

Working people aren't laughing. Neither are labor leaders fighting for fair play. They want action.

"This is a crucial election for working families and labor, in general," said GCC/IBT President Kurt Freeman as Zack Dowdy reports in our Top Story on **Page 1**.

Dowdy surveyed GCC/IBT leaders and found them determined to hold candidates accountable.

Officials may differ on who they favor for the Democratic nomination but their message to contenders has a single theme: To gain support, you must commit to a strong, pro-labor agenda. Words, alone, will not earn the votes of union members.

"We must elect candidates who understand that idea and then hold them to it once they are elected," Freeman said.

Labor's priorities are clear: Pass the Butch Lewis pension reform act now languishing in the U.S. Senate (**Page 11**), strengthen rules protecting workers seeking to organize, fight against a national right-to-work law and get something done about health insurance so that all Americans are covered at an affordable price.



While they are focused on electing worker-friendly candidates in the fall, and making Donald Trump a one-term president, leaders also are busy on the local level.

Dawn Hobbs reports on a contract ratification at Oberthur/Idemia in Exton, Pennsylvania that capped a grueling eight-year campaign for recognition (**Page 5**). The company pulled out all the stops in its attempt to thwart unionization but the GCC/IBT – and a tenacious team of negotiators – persevered.

"The workers hung in there knowing at some point there would be a brighter future through collective bargaining and the GCC/IBT," said John Potts, president of Local 14-M, Philadelphia, who served as lead negotiator. "They knew they had strength behind their resolve with the union."

That kind of grit and determination is typical of union leaders – and personified by John Agenbroad, former president of District Council 3, who we profile on **Page 5**.

A Marine combat veteran wounded "multiple times" in Vietnam, Agenbroad is retired from union work but continues public service as mayor of Springboro, Ohio, an office he has held since 1996.

"I am all about reaching out and getting something done – with no pride of authorship," Agenbroad said. "You get things accomplished for the common good."

It's the union way.

Labor leaders say they will be working tirelessly for the "common good" in 2020 – serving members at the local level and rallying support in the fall for pro-labor political candidates.

Getting out the vote is essential.

Speaking to reporter Hobbs for a Local Stops story (**Page 12**), Pat LoPresti, president of Local 1-L, New York, said: "Between now and November, we have to be yelling at the top of our lungs and educating our members."

Listen up. ■

COMMENTARY JIM HIGHTOWER

Cooked-up Corporate Mergers Can Give Workers Indigestion

Here's a recipe for you: Chop up six Oscar Mayer wieners, stir in a cup of Heinz ketchup, blend with a half-cup each of Cool Whip and Maxwell House Coffee, sprinkle with Planters peanuts, add a few drops of A.1. Steak Sauce, top it all with a jar of Cheez Whiz and blast it in the microwave.

Sound like a gloppy mess?

It would be if anyone could stomach the idea of making it, but an even messier version was cooked up in 2015 by corporate profiteers.

That's when Kraft Foods Group was merged with H.J. Heinz, thus conglomerating more than 200 brand-named food products – including all of the above – into one \$28 billion-a-year behemoth. The combine was hailed at the time as a whiz-bang deal, a product of sheer corporate and financial genius.

Um... apparently not.

Five years later, Kraft Heinz's sales have slumped and profits are tumbling. Its stock price plummeted by half, investors are bailing out, shareholders are suing, regulators are investigating and employees are increasingly dispirited.

The Kraft Heinz consolidation was engineered from outside by a Brazilian corporate takeover outfit named 3G, in cahoots with U.S. buyout buccaneer Warren Buffett.

They are ideological disciples of the old orthodoxy that says the sole responsibility of corporate executives

is to jack up the stock price and profits for big shareholders – in this case, themselves.

Their self-serving approach to increasing Kraft Heinz's profit was to squeeze "costs," meaning squeezing out experienced managers, workers, product development, and the vibrancy of the corporation itself – which, instead, has steadily squeezed out their own profits.

This old model of self-enrichment through corporate takeover, consolidation, and contraction, turns out to be not just bad morals, but bad business. It's time for us, the media, and public officials to start saying "NO!" to merger mania.

The grinning CEOs of the merging giants promise everything, but – as we've learned from promises made by merging airlines, banks, drugmakers, etc. – they'll most likely deliver nothing. Four years after the Kraft Heinz colossus merged, it has become far less than either had been separately.

Instead of focusing on improving products and customer satisfaction, Kraft Heinz employees were riveted on the minutia of cost-cutting. The bosses even removed company-made nut and cheese snacks once offered at employee meetings.

Research and new-product development budgets were whacked, seven processing plants were closed, thousands of workers were laid off and employee morale plummeted.



Also, the money manipulators had no clue about sweeping changes that were remaking the packaged food industry, especially the rise of smaller, more innovative companies that were delivering the healthier, less-processed, better-tasting products consumers wanted.

So, Kraft Heinz's "iconic" brands soon became perceived as simply old, losing consumer appeal, market share, and profits. Adding insult to injury, last month, 3G started bailing out of its disastrous corporate creation, selling 25 million shares of its shares at a loss.

In June, the company installed a new CEO, promising to right the ship, but he seems to be offering more of the same old corporate bull. "To truly change the direction of a business like ours," he recently babbled, "we need to understand the future."

Hey, chief, first look to your past, and try to learn that you don't build by mindlessly destroying. ■

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.

No 'Free Ride' For Candidates Seeking 2020 Labor Support

By Fred Bruning
Graphic Communicator

Organized labor has a message for 2020 Presidential hopefuls: Don't take union support for granted.

"It is not enough for candidates just to say that they stand with working people," said IBT General President James Hoffa. "The Teamsters will be inviting them to join us in action fighting on the front lines."

Hoffa's mandate reflected the view of top labor leaders in the GCC/IBT and around the nation who say the fall election is crucial to the future of hard-working Americans.

"We cannot, and will not, be taken for granted," said GCC/IBT President Kurt Freeman. "Candidates for public office – including the presidency – must commit themselves to a labor agenda, or they cannot expect the support of union leadership, or the membership."

Democratic hopefuls understand there will be no free ride in 2020.

At an IBT-sponsored forum in Cedar Rapids, Iowa, for instance, candidates pledged support for issues Teamster members flagged as most important in an expansive union survey: pension reform, organizing and bargaining rights, trade deals that preserve American jobs.

"I believe promises made should be promises kept," said Sen. Amy Klobuchar of Minnesota, one of six major contenders who attended the Teamsters Vote 2020 Presidential Forum, co-sponsored by The Guardian newspaper and the Storm Lake (Iowa) Times.

Other candidates – former Vice President Joe Biden; Sen. Cory Booker of New Jersey, who subsequently dropped out of the race; Pete Buttigieg, former mayor of South Bend, Indiana; investor and activist Tom Steyer and Sen. Bernie Sanders of Vermont – also pledged to pursue labor priorities if elected. "When labor is strong, you keep the barbarians at the gate," said Biden.

According to the news website, Vox, top-tier candidates already were on the record supporting a number of union-backed policy proposals including:

- Protecting the Right to Organize Act, which would ban right-to-work laws.
- Schedules That Work Act, guaranteeing predictable work schedules.
- Paycheck Fairness Act, assuring equal pay for equal work.
- Healthy Families Act, requiring employers to allow at least seven days of paid sick leave.
- Raise the Wage Act, boosting the federal minimum wage to \$15.

A story in the New York Times underlined the importance of labor backing in the general election – and the need of candidates to appeal directly to workers.

"While wooing union leaders remains important, there is a growing recognition that to gain union backing, candidates must also appeal directly to the rank-and-file," the Times said.

Winning the favor of individual union members is particularly important in this elec-



Teamsters General President James Hoffa (center, holding sign) met with IBT members before start of political forum in Cedar Rapids, Iowa. "We are inviting candidates to join us on the front lines" to fight for worker rights, Hoffa said.



Joe Biden

Pete Buttigieg

Bernie Sanders



Amy Klobuchar

Tom Steyer

Cory Booker

CIVIC DUTY: STAY INFORMED

In the nation's early days, Thomas Jefferson said "a properly functioning democracy depends on an informed electorate."

Has it ever been more true?

To prepare union members for Election 2020, the Teamsters have launched www.teamstersvote.com, a website providing essential information about candidates and their policies.

The site offers news from the campaign trail, a rundown on top issues, profiles, endorsement criteria and voter registration assistance.

GCC/IBT President Kurt Freeman urged members to visit the website – often.

"This is a crucial election and we must make the best choices for our country, union and, families," Freeman said. "The IBT site is terrific – good-looking, easy to navigate and informative. Use it regularly, stay informed – and make sure to vote."



tion cycle, leaders say, because Donald Trump unexpectedly earned more union votes than expected four years ago.

"Trump really stole our message," Hoffa told Politico Morning Score, a daily online update of campaign news. The IBT leader said Democratic candidates knew they had to pay more attention to worker-related issues because the labor movement "really put pressure on them."

Exit polls showed that Democrat Hillary Clinton beat Trump in union households by only nine points while President Barack Obama enjoyed an 18-point lead over his Republican opponent, Mitt Romney, in 2012, according to the Times. President Trump "was able to harness" working class grievances in the last election and win support from voters who usually favor Democrats, Hoffa said.

But the bet on Trump has not paid off, say labor officials

"President Trump – who promised to do great things for working Americans – has shown from Day One that he is mostly interested in himself," said Freeman.

Union leaders are urging members to return to the Democratic fold in November and warn that four more years of a Trump administration will jeopardize workplace rights that already have been seriously eroded

The non-profit Economic Policy Institute has identified a number of anti-worker policies advanced in Trump's first term – an enormous tax cut for the wealthy, blocking workers' access to courts, pushing regressive immigration policies, among them – but an area of particular concern is the National Labor Relations Board.

An EPI assessment says that under Trump, "the National Labor Relations Board has systematically rolled back workers' rights to form unions and engage in collective bargaining with their employers, to the detriment of workers, their communities, and the economy."

The remedy must come from elected officials, EPI notes.

"It is critical that Congress hold the Trump NLRB accountable and that policymakers prioritize legislative reforms that will restore the original promise of our nation's labor law—to encourage and promote the formation of unions and the practice of collective bargaining."

That kind of action demands success at the polls in November – and strong commitment from candidates vying for union support.

"Those seeking to become the nation's chief executive will have to prove they side with workers," Hoffa said.

Ted Gotsch of the IBT Communications Department contributed to this story.

Workers 'Hang In' and Ok First Contract After Eight Grueling Years

By Dawn Hobbs
Special to the Communicator

It took eight grueling years – marked by courtroom confrontations and hours of tense negotiations – but GCC/IBT members at what was formerly Oberthur Technologies have finally won a first time contract.

The hard-fought victory was sealed in mid-December when workers voted 90-42 to ratify a pact that provides 250 members and their families vastly improved wages, working conditions and benefits

“If you have something worth fighting for and you believe in it –you don’t give up,” said GCC/IBT President Kurt Freeman.

Oberthur, which merged with Safran Identity and Security to form IDEMIA, a digital security firm, is located in Exton, Pennsylvania and the only company in the United States manufacturing high-security credit cards and government identification passes.

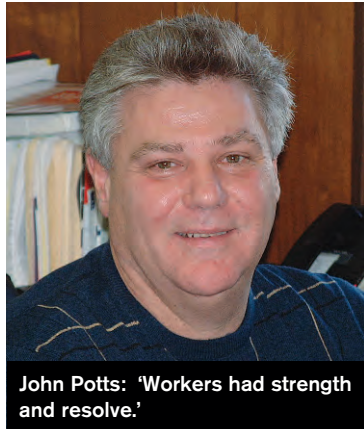
Since employees voted to unionize, Oberthur was found guilty of committing numerous unfair labor practices in an effort to undercut the drive for a fair employment contract.

“The workers hung in there, though, knowing at some point there would be a brighter future through collective bargaining and the GCC/IBT,” said John Potts, president of Local 14-M, who served as lead union negotiator. “They knew they had strength behind their resolve with the union.”

After such a long and arduous struggle, Potts could barely believe success had finally been achieved. “I just keep pinching myself. It’s just been so long – it doesn’t seem real.”

The organizing drive was launched in 2011 by GCC/IBT organizers Rick Street and Rickey Putman.

Putman, who died Dec. 21, 2017, was honored by union leaders and members after the ratification vote.



John Potts: ‘Workers had strength and resolve.’

PHOTO COURTESY LOCAL 14-M



Rick Crabtree: ‘It was time to step up and fight back.’

PHOTO BY MATT UNDERWOOD/DC9

“Rickey played a big part in obtaining a first-time contract at IDEMIA,” Potts said. “It is not only a victory for our new members, the GCC and Local 14-M, but a victory for Rick Putman. I miss Rick and will forever be grateful to him for the love and passion he had for organizing the unorganized, his union and workers.”

Despite their grief at Putman’s loss and an intransigent company that consistently refused to bargain in good faith, GCC/IBT organizers and negotiators pressed ahead.

“The negotiating and in-plant committees kept everyone charged and focused on the end game, which was a first-time contract,” Potts said.

Rick Crabtree, the shop’s chief steward and a negotiations team member, emerged as an especially inspirational figure, union leaders said.

For Crabtree, ultimate victory proved a deeply emotional experience.

“I sat right next to the gentleman counting the ballots and kept seeing the ‘yes’ pile growing and growing, and that the ‘no’ pile couldn’t catch up and I knew it was a win – and that’s when I started getting tears. And it wasn’t just me...,” said Crabtree, whose voice faltered during a telephone interview as he recalled years of struggle that finally paid off.

Crabtree appeared in an informational video, distributed fliers to workers and spoke openly about the advantages of joining the GCC/IBT.

“It was a major commitment,” said Crabtree, 59. “But I always made sure people knew I wasn’t afraid of the company.”

Crabtree said that while he was earning a decent living, not all Oberthur employees were as fortunate.

“I knew there were others who were vastly underpaid and that they were really hurting,” he said. “I realized it was time to step up and show these people that they needed to fight back and the best way to do it was through the union.”

He signed an authorization card at his first meeting with Putman. Determined to win this fight, Crabtree met with Putman on a regular basis with his wife and son in tow to strategize and stuff envelopes with union info to send to his co-workers.

“We have a debt of gratitude for the eight years of hard work the Teamsters put into this campaign,” Crabtree said.

The Oberthur campaign, launched under the administration of recently retired GCC/IBT President George Tedeschi with the assistance of general counsel Peter Leff, is an example of how perseverance and fortitude pay off, union leaders said.

“You continue to fight regardless of what issues get thrown in front of you,” Freeman said. “Without the work of John Potts, Rick Crabtree, Rick Street and Rickey Putman, we never would have gotten to where we are today.”

Agenbroad Still Serves ‘Common Good’

By Dawn Hobbs
Special to the Communicator

Retired DC3 President John Agenbroad doesn’t seem to have the time to actually stop working.

The former labor leader and ardent Democratic activist was just re-elected to a seventh, four-year term as mayor of Springboro, Ohio, a city of nearly 19,000 south of Dayton heavily populated by Republicans.

Agenbroad’s 28-year mayoral run began in 1996 after he successfully fought the development of a K-Mart store near his home and became known as a determined community leader. He is the second longest consecutive-serving mayor in the state.

It’s no surprise to union colleagues, though, that Agenbroad, 70, is such a popular public figure

He honed his leadership skills as a union official who served District Council 3 either as president or secretary-treasurer for 37 years.

“He served his members well,” said Joe Inemer, president of the North American Newspaper Conference, District Council 9, and Local 16-N. “And now he serves the people of Springboro well.”

Agenbroad started at Reynolds & Reynolds Printing Company in 1965 as a web pressman apprentice and became a GCIU member. A year later, he was drafted into the Army, chose the Marines, instead, and was deployed to Vietnam.

Agenbroad downplays his Vietnam service and honors his fallen comrades.

“I was wounded multiple times and spent 13 months in the hospital,” he said. “My claim to fame is that I’m a bad ducker. No big deal though – the real heroes are all the brave men and women who gave their life for freedom.”



Recently elected to a seventh term as mayor of Springboro, Ohio, Agenbroad strives to ‘make sure our community is better than the day before,’ said a city official

PHOTO COURTESY JOHN AGENBROAD



Their sacrifices, Agenbroad said, “really put things in perspective.”

A fellow Marine, GCC/IBT President George Tedeschi hailed Agenbroad’s selflessness and sense of duty.

“John is a very honorable and loyal person – to his family, union, country and the Marine Corps – esprit de corps, God and country. He is just the best.”

Inemer, also a veteran, applauded Agenbroad’s modesty.

“I served during the Vietnam Era, but did not serve in Vietnam,” Inemer said. “Agenbroad did. And to be in that conflict, get wounded and not brag... hats off to him because he’s a real man.”

Qualities of quiet determination served Agenbroad well during his tenure with the union, friends and associates say.

“John was very instrumental in putting DC3 together and we worked well together,” said GCC/IBT secretary-treasurer/vice president Steve Nobles. “We had formed a great partnership and I learned quite a great deal from him.”

Agenbroad’s organizational expertise was highly regarded by union officials

“John led one of the strongest district councils in the GCC/IBT,” said Clark Ritchey, president of District Council 2. “I attribute that to his leadership skills and his dedication to his members. He was one of the most respected guys in our organization.”

And the same holds true for Agenbroad’s political career in Springboro, where he is seen as an accessible and eager public servant.

“He’s always making sure our community is better than it was the day before,” said Chris Pozzuto, Springboro’s city manager. “The mayor is very easy to work with, knows how to keep his temper under wraps. He’s a very good communicator.”

Under Agenbroad’s leadership, Springboro was ranked the 42nd best place to live in America by Money magazine in 2011, and, three years later, rated the 10th best suburb in America by the publication Business Insider.

But you won’t hear much bragging from Agenbroad.

Only when pressed, does he acknowledge some of his major accomplishments as mayor: balancing the budget each year; building a local Vietnam veteran’s memorial, performing arts center and several neighborhood parks.

“I am all about reaching out and getting something done – with no pride of authorship,” Agenbroad said. “You get things accomplished for the common good.”

To Prepare for the Future Be Sure to Study the Past

In times when history seems rewritten with every “breaking news” cycle and a norm-busting American president delights in drawing attention to himself with provocative Twitter updates, it is easy to feel adrift – at sea in a storm of fact and fantasy.

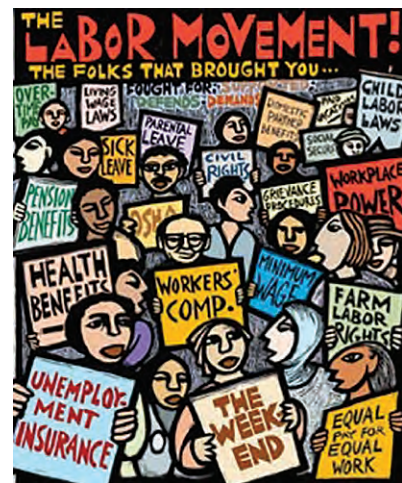
But history doesn’t work that way. It rests on the solid ground of truth and precedent – and demands to be studied and taken seriously.

For union members, a sense of the past is essential.

The labor movement did not just happen. From the earliest days, dedicated workers – and the stalwart leaders who emerged from their ranks – recognized the power of consensus and common purpose. Labor pioneers showed what collective action could achieve – and that, in solidarity, there was strength.

Eight years before the Declaration of Independence, journeymen tailors struck in New York to protest a cut in wages. Workers’ political parties came on the scene in the 1830s.

One of the component unions of the Amalgamated Lithographers of America was formed in 1886. Three years later, the International Printing Pressmen and Assistants’ Union of North America began representing workers. Just after the turn of the century – in 1903 – the International Brotherhood of Teamsters took its place in labor’s emerging lineup and soon became a powerful force for equality and fair play.



These are not just isolated facts but testament to an honorable and instructive past. To know where you are going, you must know where you have been.

That timeless message often is repeated by an admirable fellow named Phil Taylor, former member of

Philadelphia Local 14-L of the Amalgamated Lithographers of America, one of the unions that merged with the GCIU and later was absorbed by the GCC/IBT.

A 2016 Communicator story recalled Taylor’s days as an amateur Philadelphia “street photographer” whose work drew high praise. In a short follow-up piece last year, Taylor, who has a deep sense of history and passion for the truth, expressed dismay at the “propaganda, lies and distortions” that pour out of the White House.

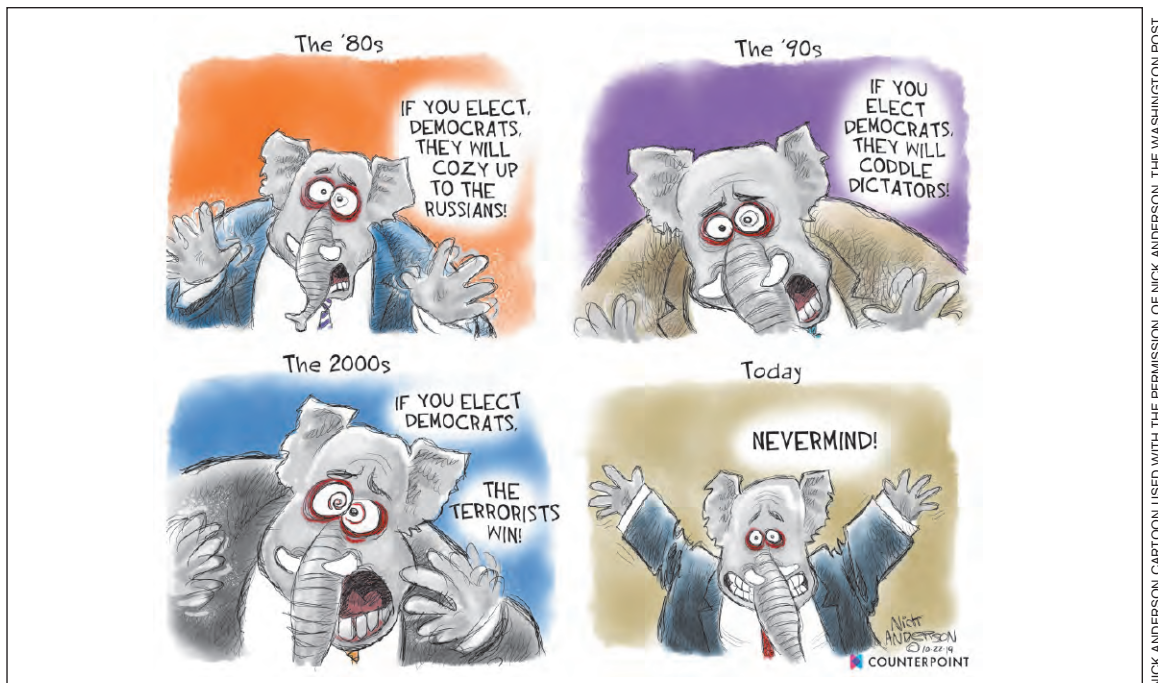
He urged union members not to be swayed by big talk and bombast – to make certain they are informed. “Without knowing their history, they can’t understand where they are,” Taylor said in a recent conversation. “Where they are is the by-product of struggle.”

From time to time, Taylor, now in his 90s, sends the Communicator staff vintage news clippings that reflect the lives of working people and their allies.

An obituary told of a courageous civil rights attorney who defended immigrant workers and others who couldn’t afford legal fees. There was a story about John Webendorfer who sold his New York printing machine company in the late 1930s and distributed a quarter-million dollars to more than 100 employees. A favorite repeated a quote from Abraham Lincoln:

“Labor is prior to and independent of capital,” Lincoln said in his 1861 State of the Union Address. “Capital is only the fruit of labor, and could never have existed if labor had not first existed. Labor is the superior of capital, and deserves much the higher consideration.”

Lincoln was a president who spoke truth and wisdom. In this election year it is vital that we consider the past as we plan for the future – that, as Phil Taylor says, we honor history and tradition and decide whether the current occupant of the White House does either. ■



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Point of View

BY ROBERT B. REICH

In New Economy, Workers Must Be Sure They Get Slice of the Pie

Artificial intelligence, robots, and other advanced technologies are already transforming the world of work – and their impact is just beginning. They’ll grow the economy and make it more efficient. But unless American workers are involved, that growth and technological change will benefit only those at the top.

A big part of the solution is making sure workers have a voice and a union. That way they have more bargaining leverage to get a piece of the pie that in recent years has been going almost entirely to the top.

We need to assert our roles as workers and members of a democratic society to ensure that new technologies benefit all of us.

Here are five ways to do so:

First, workers need a stronger voice, from the boardroom to the shop floor. Workers at all levels should participate in the design, development, and deployment of technology in the workplace.

This is not only good for workers. It’s also good for companies that otherwise waste countless dollars trying to figure out how best to use new technologies without consulting frontline workers who are closest to processes and products, and know how to get maximum use out of new technologies.

Second, if we want corporations to invest in innovation and their workers we need to reform Wall Street. So instead of buying back their own shares of stock to manipulate stock prices and laying off employees to boost short-term profits corporations can make the long-term investments that are necessary for their competitiveness and for the competitiveness of their workers.

Third, we must rebuild collaboration between government and business in developing new technologies. In the three decades after World War II, the Defense Department worked with the private sector to develop the Internet, telecommunications, and aerospace; the National Institutes of Health did basic research for pharmaceuticals; and our national laboratories pioneered research on sustainable energy.

Our government is still steering technological development. The difference now is we have

the capacity to steer that development in a way that generates broad-based prosperity, not just jaw-dropping incomes for a few innovators and investors.

Fourth, a more open and forward-looking industrial policy can help steer the nation’s economic growth toward combating our central challenges – climate change, poverty, our crumbling infrastructure, costly and inaccessible health care, lack of quality education.

Tackling big ambitious goals like transitioning to clean energy can encourage collaboration between different sectors of the economy. Backed by the right technologies, they can also be sources of the good jobs of the future.

Finally, we need to assure that our workers are protected from the downsides: That new information technologies along with their increasing potential for monitoring and surveilling workers don’t undermine worker autonomy, dignity, and privacy. That the use of algorithms to manage workers doesn’t give top management unwarranted power in the workplace. And that workplace technologies don’t make work more unpredictable for millions of workers.

Workers need some control over how these technologies and the data they produce are used. Workers need a voice – and strong unions.

Government needs a responsible role. And the rules of the game need to be fair. We should all be able to steer the direction of technological change and influence how new technologies affect our lives. ■

Robert B. Reich is Chancellor’s Professor of Public Policy at the University of California at Berkeley and senior fellow at the Blum Center for Developing Economies. He served as Secretary of Labor in the Clinton administration and was named one of the 10 most effective cabinet secretaries of the 20th Century by Time magazine. He has written 15 books, including his most recent, “The Common Good.” He is a founding editor of the American Prospect magazine and chairman of Common Cause. Reich is co-creator of the original documentary, “Saving Capitalism,” streaming on Netflix

More Action, Less Hot Air



I hate to say this nearly a year before the 2020 election, but be ready to deflate the balloons of high-dollar campaign promises from Democratic presidential hopefuls – free college tuition, the Green New Deal, infrastructure, universal pre-K education, on and on.

Why? Because the dollars won't be there, thanks to President Donald Trump.

Trump's tax cut for corporations and the rich will cost an average of \$1.5 trillion yearly, including interest, running through the next decade. The deficit for the fiscal year that ended Sept. 30 hit almost a trillion dollars – and that's in the midst of a "recovery."

But there is one big balloon of an idea Democrats should be floating – and pledging to pass if they oust Trump and vanquish the Senate's ferocious, anti-labor majority.

It's the Protect the Right to Organize (PRO) Act – the most far-reaching labor law proposal since the National Labor Relations Act of 1935.

The PRO Act would strengthen unions and bargaining rights by imposing huge fines, and quick court orders, against corporate labor law-breakers.

It would streamline union elections, removing almost all the roadblocks erected against workers by corporate bosses, their political puppets and Trump's right-wing appointments to the National Labor Relations Board.

The PRO Act would bar captive audience meetings, outlaw state so-called "right to work" laws and restore union protections against "free riders" obliterated by the U.S. Supreme Court's anti-union

decision in the controversial Janus case.

What else?

The PRO Act would ban corporate stalling when recognized unions try to bargain first contracts and hold both corporate headquarters – and their local franchise-holders – responsible for violating workers' rights.

It would curb, if not absolutely kill, the corporate "independent contractor" dodge many businesses use to ban workers from organizing and bargaining for better wages and benefits.

And the PRO Act would do all this without significant new spending.

That's good because the money for big, splashy programs just isn't available.

Once in office, even the most well-meaning president must adjust to reality. It doesn't take long before those big, beautiful campaign balloons start to pop.

But the PRO Act doesn't cost billions. It's recession-proof, worker-friendly and – because good news for unions is good news for the country – sure to aid the economy.

Candidates say they want to deliver for workers. Let's tell them to start talking about the PRO Act now and get it passed if they win in November. ■

Mark Gruenberg is editor of PAI Union News Service. Bottom Line columnist Jerry Morgan will return in the next edition.

Guest Spot

BY RICK CRABTREE

Long Haul Ends in Victory

I have a lot to share after being through an 8-year ordeal for a first-time contract. I hope it serves as an inspiration to other workers involved in lengthy organizing drives and negotiations.

It all started in September, 2012, when we held a union election at Oberthur Technologies. The company – now called IDEMIA – challenged the ballots, but the National Labor Relations Board ruled we had legally won.

We thought the company would begin to immediately negotiate a fair employment contract, but we were wrong. Instead, management appealed and we won again.

This dragged on until August of 2018 when, after losing its final appeal, the company agreed to meet for negotiations. Even then, there were delays – cancelled meetings, short and infrequent bargaining sessions.

Two years later, in December, 2019, negotiators finally had a contract we felt worthy of presenting to our people and it was overwhelmingly approved.

It was a long haul – eight years' worth – but our efforts paid off in the end.

I learned a lot.

Communication is most important. Talk to everyone – even if they are staunchly against the union. Let them know they can ask you anything, anytime.

Educate yourself so you can answer their questions. Always answer honestly and if you don't know the answer, find out and get back to them as soon as possible.

Always challenge the company propaganda.

Ask embarrassing questions at company meetings such as "Why does the company continue to ignore the ruling of a federal judge by refusing to negotiate with the union?"

When management puts out misleading flyer counter their deceptions with truth.

I used to respond in the margins with the correct information. The flyers disappeared and eventually the company stopped distributing them at all.

Finally, when your organizer is in town, be there to help as much as you can. Time is valuable, so don't waste it. I would double back an hour's drive to help out with strategizing, stuffing envelopes, writing handouts – and just being available as a sounding board for new ideas.

Organizers are there to inspire you but remember they also get inspired by you. Good luck in all your campaigns and most of all thanks for your emotional and financial support. Without it we would never have succeeded. ■

Rick Crabtree was a plant organizer at Oberthur/IDEMIA in Exton, Pennsylvania, and member the GCC/IBT team that negotiated a successful first contract.



PHOTO BY MATT UNDERWOOD/DC 9

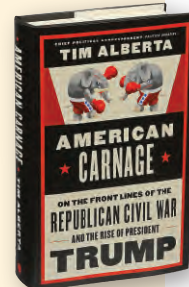
All the Best

Print

American Carnage: On the Front Lines of the Republican Civil War and the Rise of President Trump

Tim Alberta

In January 2017, President Donald Trump delivered a bizarre inaugural address and vowed to halt what he said was the nation's slide into a slag heap of "American carnage." Tim Alberta, a top correspondent for the influential online publication, Politico, argues in this book that Trump's dystopian vision of America was central to his success and Republican complicity essential to his hold on power. "His was a canopy of discontent under which the grudging masses could congregate to air their grievances about a nation they no longer recognized and a government they no longer trusted," Alberta writes. If you want to know how Donald Trump became president, Alberta's volume is a must-read. How to keep the carnage to one term? That book remains to be written. **Harper/HarperCollins Publishers, \$29.99**



Video/Streaming

The Report

Scott Z. Burns, writer and director

Determined to prevent another day of infamy after Sept. 11, 2001, the Central Intelligence Agency and certain highly placed figures in the George W. Bush administration authorized "enhanced interrogation" of overseas terrorist suspects – a polite term for torture. "The Report," a political thriller based on actual events, explores the lengths to which U.S. officers went to elicit information by extreme means and the courageous efforts of a young Senate staff member named Daniel Jones (Adam Driver) to expose the scandal. Jones' full report is still classified but a synopsis released to the public made clear torture gained little and many of the CIA's "suspects" had no ties to extremists. As this disturbing but essential film testifies, a nation's principles are most tested in times of peril. Bush's successor, Barack Obama, fully embraced that notion. Soon after becoming president in 2008, Obama ended the enhanced interrogation program. **Amazon Prime streaming.**



Music

Heartache Medication

John Pardi

John Pardi is a California born country music classicist who also knocks out honky-tonk of the highest order. The lively rhythms of this album are reminiscent of the roadhouse but Pardi's themes are hardly trivial: lost love, time drifting by, bad nights, a hope for better days. "I've been blessed, and I have sinned, wear the scars of where I've been" he sings on a track called "Starlight." Pardi's voice is pleasing and familiar and, as the title of his album promises, these tunes could help mend a broken heart. **Capitol Nashville records**



Internet

FiveThirtyEight

fivethirtyeight.co

Nate Silver has few equals in the risky game of political number crunching. In 2008, Silver correctly predicted the presidential outcome in 49 of 50 states. He picked Hillary Clinton to win in 2016 but, more than most, recognized the possibility of an upset by Donald Trump. His website – which takes its name from the total number of Electoral College votes, 538 – is a bonanza for the politically obsessed. There's a daily assessment of Trump's popularity. Silver keeps an eye on the Democratic primary field. He and his staff wander into the sports world, too, and analyze top scorers in hockey and assess college passing stats. But politics is the main game. During the 2020 election season, FiveThirtyEight will be as essential as a copy of the Constitution – and, depending on how things go, a bottle of Pepto-Bismol.



Locals Nominate Candidates for Election

ATLANTIC REGION

		President	Secy-Treas.	GB1	GB2
1-C	Washington, DC	Freeman	Nobles	LoPresti	Sullivan
1-L	New York, NY	Freeman	Nobles	LoPresti	Sullivan
2-N/1-SE	New York, NY	Freeman	Nobles	Sullivan	LoPresti
3-N	Boston, MA	Freeman	Nobles	Sullivan	LoPresti
14-M	Philadelphia, PA	Freeman	Nobles	LoPresti	Sullivan
16-N	Philadelphia, PA	Freeman	Nobles	LoPresti	Sullivan
72-C	Washington, DC	Freeman	Nobles	LoPresti	Sullivan
119/43-B	New York, NY	Freeman	Nobles	LoPresti	Sullivan
137-C	Wilkes-Barre, PA	Freeman	Nobles	LoPresti	Sullivan
241-M	Scranton, PA	Freeman	Nobles	LoPresti	Sullivan
261-M	Buffalo, NY	Freeman	Nobles	Sullivan	LoPresti
329-C	York, PA	Freeman	Nobles	LoPresti	Sullivan
406-C	Nassau County, NY	Returned With No Endorsement			
493-M	Clearfield, PA	Freeman	Nobles	LoPresti	Sullivan
503-M	Rochester, NY	Freeman	Nobles	LoPresti	Sullivan
612-M	West Caldwell, NJ	Freeman	Nobles	LoPresti	Sullivan
726-S	Shamokin, PA	Freeman	Nobles	LoPresti	Sullivan
735-S	Hazleton, PA	Freeman	Nobles		

CENTRAL REGION

		President	Secy-Treas.	GB1	GB2
13-N	Detroit, MI	Freeman	Nobles	Castro	Consolino
17-M	Indianapolis, IN	Freeman	Nobles	Foreman	
23-N	Milwaukee, WI	Freeman	Nobles	Castro	Consolino
25-M	Detroit, MI	Freeman	Nobles	Castro	Consolino
77-P	Neenah, WI	Freeman	Nobles	Castro	Consolino
135-C	Battle Creek, MI	Freeman	Nobles	Castro	Consolino
415-S	Chicago, IL	Freeman	Nobles	Castro	Consolino
458-M	Chicago, IL	Freeman	Nobles	Consolino	Castro
507-S	Kalamazoo, MI	Freeman	Nobles	Castro	Consolino
508-M	Cincinnati, OH	Freeman	Nobles	Castro	Consolino
518-M	Quad Cities, IL	Freeman	Nobles	Foreman	Castro
555-S	Grand Rapids, MI	Freeman	Nobles	Castro	Consolino
568-M	Peoria, IL	Freeman	Nobles	Consolino	Castro
577-M	Milwaukee-Madison, WI	Freeman	Nobles	Castro	Consolino
705-S	Battle Creek, MI	Freeman	Nobles	Castro	Consolino

of International Officers, General Board

MOUNTAIN REGION

		President	Secy-Treas.	GB1	GB2
1-B	Twin Cities, MN	Freeman	Nobles	Hallberg	
1-M	Saint Paul, MN	Freeman	Nobles	Hallberg	
38-N	Saint Louis, MO	Freeman	Nobles	Hallberg	
226-M	Tulsa, OK	Freeman	Nobles	Hallberg	
235/16-M	Kansas City, MO	Freeman	Nobles	Hallberg	
240-C	Bismarck, ND	Returned With No Endorsement			
286-C	Enid, OK	Freeman	Nobles	Hallberg	
543-M	Omaha, NE	Freeman	Nobles	Hallberg	
575-M	Wichita, KS	Freeman	Nobles	Hallberg	
625-S	Denver, CO	Freeman	Nobles	Hallberg	
727-S	Des Moines, IA	Freeman	Nobles	Hallberg	
6505-M	Saint Louis, MO	Freeman	Nobles	Hallberg	

PACIFIC REGION

		President	Secy-Treas.	GB1	GB2
28-N	Salt Lake City, UT	Freeman	Nobles	Ritchey	
388-M	Los Angeles, CA	Freeman	Nobles	Ritchey	
432-M	San Diego, CA	Freeman	Nobles	Ritchey	
541-S	Salt Lake City, UT	Freeman	Nobles	Ritchey	
747-M	Seattle, WA	Freeman	Nobles	Ritchey	

SOUTHERN REGION

		President	Secy-Treas.	GB1	GB2
527-S	Atlanta, GA	Freeman	Nobles	Williams	

CANADIAN REGION

		President	Secy-Treas.	GB1	GB2
100-M	Toronto, ON	Freeman	Nobles	Fournier	
555-M	Montreal, QC	Freeman	Nobles	Fournier	

53 OF 72 GCC/IBT LOCALS FILE NOMINATIONS

Of the 72 GCC/IBT Local Unions, 53 submitted nominations for officers and General Board members in the 2020 election.

GCC/IBT Secretary-Treasurer/Vice President Steven Nobles said that Locals not having information published in this issue of the Graphic Communicator either did not submit nominations by the deadline or were delinquent in payment of per capita taxes.

Candidates nominated for office have until noon January 27, 2020, to notify the Conference Secretary-Treasurer that they accept the nomination, per Article XIII, Section 9, of the GCC/IBT Constitution and Laws.

Official Notice of the Quadrennial Election of Officers and General Board Members of the Graphic Communications Conference/IBT

To All Members of the Graphic Communications Conference:

Greetings!

In accordance with Article XIII of the Constitution and Laws of the Graphic Communications Conference and in conformity with the applicable provisions of the Labor-Management Reporting and Disclosure Act of 1959, this is an Official Notice to every member of the GCC/IBT, of the Quadrennial Election

of Conference Officers and General Board Members for the four-year term commencing Sunday, June 7, 2020.

Ballots will be mailed February 19, 2020 and must be returned so that they are received by 8:30 a.m. on March 25, 2020.

It is very important that every member exercise his or her right to vote in the upcoming election. Your vote will determine not only who leads our organization, but also its policy and direction, for the next four years.

It is only through your participation that our Union can remain democratic and strong - so let's try to get as high a turn-out as possible. Please make your vote count!

Sincerely and fraternally,



Steven Nobles
Secretary-Treasurer/Vice President

2020 Mail Ballot Election Procedures And Rules

Article XIII of the GCC/IBT Constitution provides for a direct mail ballot vote for Conference Officers. It guarantees each eligible member the right to vote by secret ballot, in the privacy of their own homes. The following is a summary explanation of the direct mail ballot procedures:

NOTICE

Each member is given at least 15 days' written notice, sent to the member's last known home address, of the date of the election of Conference Officers and General Board members. This notice is published in the January-March 2020 issue of the Graphic Communicator. The paper will be mailed to each member of the Conference at the last known home address as it appears on the Conference's membership rolls.

Ballots will be mailed on Wednesday, February 19, 2020.

Ballots will be mailed to the last known home address of all members in good standing by an independent printing and mailing company. The company, located in the Washington, D.C. metropolitan area, will begin mailing first to those areas in the United States furthest geographically from Washington, D.C. The independent printing and mailing company will complete mailing of all ballots by February 19, 2020.

REQUESTS FOR DUPLICATE BALLOTS

Members in good standing (that is, members who are fully paid up in their dues through November 2019 by January 15, 2020) who have not received their ballots by February 27, 2020, should contact their Local Union beginning February 28, 2020, and advise that they have not received a ballot. The Local, after confirming that the member is eligible to vote, will contact the Conference with the Local's list of duplicate ballot requests, together with the member's correct home address. Such contacts by the Local to the Conference should be made every two days. The Conference will confirm whether or not the member is eligible to vote and then contact the independent printing and mailing company with a supplemental list, including addresses as supplied by the Locals. The company will mail the members duplicate ballots.

BALLOTS RETURNED AS UNDELIVERABLE

The independent printing and mailing company will go to the Post Office on or before February 27, 2020. The company will promptly notify the Conference of incorrect addresses. The Conference Secretary-Treasurer will contact that member's Local to attempt to obtain a current, correct address. A corrected address, if available, will then be provided to the independent printing and mailing company, which will mail out a ballot to that member at the corrected address.

VOTER ELIGIBILITY

Every member in good standing, with the exception of retired members, shall be eligible to vote. "Good standing" is defined as no more than sixty (60) days in arrears and fully paid up in dues to the Local as of January 15, 2020. Therefore, any member whose dues are paid through November 2019 by January 15, 2020, will be eligible to vote.

BALLOTING

Members have thirty-five (35) days between the date

the ballots are mailed and the date they are picked up at the Post Office to be counted.

The Conference will rent Post Office boxes in the Washington, D.C. area. Several boxes (broken down by Region) will be the repository for voted ballots which have been returned, and one Post Office box will be the repository for ballots which have been returned by the Post Office as undeliverable.

Returned ballots will be picked up at the Washington, D.C. area facility on Wednesday, March 25, 2020 at 8:30 a.m. Only those ballots received by that deadline will be counted.

All envelopes in which ballots are mailed will include a pre-addressed, postage-paid envelope in which to return the sealed, unmarked secret ballot envelope, by the member voting in the privacy of his or her home, to a Post Office lock box in the Washington, D.C. metropolitan area.

TALLY OF BALLOTS

All ballots received at the Post Office lock boxes will be turned over, unopened, to the Conference Board of Electors. Only ballots received by 8:30 a.m. on March 25 will be counted.

The ballots will be taken by the Board of Electors to a counting facility where they will be opened and counted under the direct supervision of the Board of Electors.

OBSERVERS

Each candidate is entitled to have no more than one observer in addition to the candidate, who may also observe on his or her own behalf. Observers may be present on Wednesday, February 19 at the independent printing and mailing company when the ballots are mailed; Wednesday, March 25, when the ballots are picked up at the Post Office; and through completion of the tabulation. The Board of Electors will commence the counting of the ballots on Wednesday, March 25, upon the delivery of the ballots from the Post Office. It is anticipated that the tabulation will be completed on Thursday, March 26, 2020.

Observers will be identified by distinctive badges and do not have the right to interfere with any part of the election process. If an observer disrupts the election process, he or she will be ejected by the Board of Electors and banned from serving as an observer for the remainder of the election process.

CERTIFICATION AND PUBLICATION OF RESULTS

The Board of Electors will certify the results by signing the tally sheets and summary sheets. The results will be published in the April 2020 issue of the Graphic Communicator following completion of the tabulation in March 2020.

PROTESTS REGARDING THE RESULTS OF THE ELECTION

Any member desiring to challenge the results of the election shall do so, pursuant to Article XIII, Section 17, by filing with the Board of Electors a protest postmarked not later than ten (10) days after conclusion of the tally. The protest shall consist of an original and five (5) copies forwarded to the Board of Electors at the following address:

Board of Electors
c/o GCC/IBT Secretary-Treasurer Steven Nobles
25 Louisiana Ave NW
Washington, D.C. 20001

NOTE: In order to ensure that each individual member receives a ballot, your Local needs your current home address. Members are entitled under the Conference Constitution to receive their ballots directly at their homes, to cast their votes in the privacy of their homes, and to mail their ballots themselves directly back to the Post Office lock box.

COUNTING OF BALLOTS

The Board of Electors has adopted the following rules for the counting of ballots:

1. All eligible voters should indicate their choice of candidates on the ballot as follows: by filling in the ellipse with a dark blue or black pen or pencil (○ to ●) opposite the name of the candidate for whom they wish to vote. Do NOT sign your name on the ballot or your ballot may be voided.

2. Fold and insert the ballot in, and then seal, the Secret Ballot Envelope. Do NOT sign or otherwise mark the Secret Ballot Envelope or your ballot may be voided.

3. Place the Secret Ballot Envelope in the large business reply envelope addressed to the Board of Electors and seal it. The business reply envelope will have your name and address pre-printed on it. Do NOT render this illegible. Doing so will invalidate your ballot. The pre-printed name and address will be used to verify your eligibility to vote.

4. Mail the pre-addressed business reply envelope to the Board of Electors in time for it to be received by 8:30 a.m. on March 25. Only ballots which have been received and processed by the postal service by the designated pick-up time will be counted.

5. All members must mark and mail their ballots personally. No ballots which are returned in bulk will be counted.

6. Duplicate ballots will be checked against original ballots to be sure no one voted twice.

7. The number of ballots received from the Local will be checked against the number of eligible voters in each Local. The pre-printed address information appearing on the outside of the business reply envelope will be used to verify that the person was eligible to vote and the eligible voter received the ballot.

8. The Board of Electors will arrange for the Post Office to set up separate lock boxes by Region and to batch ballot envelopes by 100's to facilitate counting. The number of ballots received from the Post Office, according to the batched ballot count, will be verified by individual count by the Board of Electors, and the Board's count, if different, will be deemed the correct number. Ballots will be sorted according to each Local in each Region.

9. All tallies will be signed by the Board of Electors. All certifications of results will be signed by the Board of Electors.

The Board of Electors will meet as necessary to adopt additional, specific and uniform rules to ensure a fair, accurate and honest count of the ballots. All rules adopted by the Board of Electors are intended to guarantee the secrecy and fairness of the election process and to permit as many valid votes as possible to be cast and counted.

Official Ballot Instructions

(This is a summary of information that will be included with every ballot that is sent out.)

Pursuant to Article XIII of the GCC/IBT Constitution, enclosed are:

- Your official ballot, secret ballot envelope and this ballot instruction sheet for the Conference Officers and General Board Members in your Region for the 2020-2024 term.
- A large business reply envelope addressed to the Conference Board of Electors. **DO NOT OBLITERATE YOUR NAME AND ADDRESS FROM THE BACK. YOUR NAME AND ADDRESS WILL SERVE THE PURPOSE OF VERIFYING ELIGIBILITY. FAILURE TO COMPLY WILL INVALIDATE YOUR BALLOT.**

Ballot secrecy can be maintained only if you follow the instructions carefully and personally mark and mail your ballot.

1. If you are an eligible voter, you should indicate your choice on the ballot by filling in the ellipse with a dark blue/black pen or pencil opposite the name of the candidate for whom you wish to vote.

OFFICE OF _____

- CANDIDATE "X"
- CANDIDATE "Y"
- CANDIDATE "Z"

DO NOT SIGN YOUR NAME ON THE BALLOT - OTHERWISE YOUR BALLOT MAY BE VOIDED. Do not mark the ballot in any other way.

2. You should then insert the ballot in the secret ballot envelope and mail it in the enclosed business reply envelope.

3. Your name and address will be on the back of the business reply envelope. **(DO NOT OBLITERATE IT. DOING SO WILL INVALIDATE YOUR BALLOT.)** The name and address serves the purpose of verifying your eligibility to vote.

GCC/IBT BOARD OF ELECTORS

Janice Bort, Chairperson
Kevin Logan
Precious Hunter

The following unopposed candidates were elected to office pursuant to Article XIII, Section 21, of the Constitution and Laws:

President – Kurt Freeman
Secretary-Treasurer/Vice President – Steven Nobles

GENERAL BOARD MEMBERS:

Atlantic Region – Patrick LoPresti • Stephen Sullivan
Mountain Region – Marty Hallberg
Pacific Region – Clark Ritchey
Southern Region – Eddie Williams
Canadian Region – Denis Fournier

Lewis Act Stalls in Senate: 'Keep Pressure On'

By Fred Bruning
Graphic Communicator

The Butch Lewis Pension Act, passed in July by the Democratic-controlled House of Representatives, still awaits action in the U. S. Senate where the Republican majority has given little indication it will back the legislation or advance a bill worthy of labor's support.

Pension advocates and union leaders fear Republicans will either let the Lewis bill languish or impose changes that undercut its purpose.

"Democrats did their job in the House but the Lewis act is stalled in the Senate," said GCC/IBT President Kurt Freeman. "We have to keep pressure on the Senate to pass an effective, pro-worker version of this important bill."

The act, named after an Ohio Teamster leader whose death in 2015 was attributed by doctors and family members to stress related to fighting pension cuts, would advance loans to troubled funds through a government agency.

In a letter to senators, IBT General President James Hoffa urged quick action on behalf of workers who, he said, played by the rules and now face economic uncertainty.

"The financial distress many of these plans face were, and are, beyond the control of these retirees and workers," Hoffa said.

As many as 300 multiemployer plans – including the IBT's Central States Pension Fund – are in danger of failing, according to the Teamsters. "The Senate needs to show its support for working Americans who make up the backbone of this nation," an IBT statement said. "It starts by supporting their right to a secure retirement."

After House passage, 27 Democrats introduced companion legislation – S. 2254 – in the Senate and called upon GOP leader Mitch McConnell to move the bill forward. So far, there has been no progress.

Worse, Republicans have sought to include a number of "punitive" provisions that would undercut the Lewis act, according to Michael Scott, executive director of the National Coordinating Committee for Multiemployer Plans.

Writing to Charles Grassley, chair of the Senate Finance Committee and Lamar Alexander, who heads the committee responsible for pension plan oversight, Scott said proposed GOP changes represent "serious impediments to bipartisan reform" and "an existential threat" to affected employers and workers – and the multiemployer pension system.



Rita Lewis, widow of Butch Lewis, Ohio Teamster who fought for pension reform, rallied on Capitol Hill with IBT General President James Hoffa to demand Senate action on legislation protecting retirement plans. GCC/IBT President Kurt Freeman urged members to contact elected officials. "This concerns every working American," Freeman said. "Don't sit back."

The AFL-CIO Retirement Security Working Group said a pension bill advanced by Grassley and Alexander would "injure the retirees and active participants it purports to help..."

Labor leaders across the country are urging members to contact their senators and demand passage of the Lewis bill.

To assist, the IBT has set up a hotline, 888-979-9806, and a number of pro-labor organizations like Working America and the Pension Rights Center provide online access to petitions backing pro-worker pension reform.

"We have to insist on action from elected officials," said Freeman. "This is a matter that should concern every working American. Don't sit back. Tell your senator to pass the Butch Lewis Act as it came over from the House. Do it today." ■

TRAINING FOR STRENGTH AND SOLIDARITY

The best way to take on difficult companies in difficult times is with a united and educated workforce, GCC/IBT leaders say.

And the most efficient way to accomplish that is through leadership trainings.

"It is always important to show management that local union leadership is organized and educated concerning the union contract and has the ability to act in a professional manner," said GCC/IBT President Kurt Freeman.

Consistency is key, Freeman said. "When membership acts and thinks in unison about workplace issues, it makes for a stronger unit."

The GCC/IBT hosted a shop steward training at its headquarters in Washington, D.C., in November. Attending were 35 members of Locals 1-C, 4-B and 713-S representing workers at the U.S. Government Publishing Office and Bureau of Engraving and Printing.

The main topics at the D.C. workshop included grievance handling, internal organizing and improving relationships with management.

Similar subject matter was covered in September at an advanced level training for 24 local officers hosted by District Councils 3 and 4.



Training sessions like those at IBT headquarters in Washington, D.C. (left) and Warren, Michigan, are an 'investment in our own future,' said Israel Castro, secretary-treasurer of GCC/IBT District Council 3.

Participants at the session in Warren, Michigan, were from DC3, DC4, DC9 and locals 17-M, Indianapolis, and 6505-M, St. Louis.

"We used to do these advanced trainings every year and are trying to revive them," said Israel Castro, DC3 secretary-treasurer. "It's important we invest in our own future and our next generation of leaders."

If you are interested in scheduling a training event, contact President Freeman or GCC/IBT Secretary-Treasurer/Vice President Steve Nobles at GCC/IBT headquarters in Washington, 202-624-8980 or 202-508-6662.

UNION WORKERS ASSURE FRONT-TO-BACK SUCCESS

Keeping ahead of non-union competitors can be tough for small shops organized front-to-back but NWI Print Pro in Crown Point, Indiana, is an outstanding example of how to succeed.



Union workers at NWI Print Pro shop in Crown Point, Indiana, are devoted to customer service, says co-owner Phil Ruschak. 'We offer a better quality product and better overall experience.'

"We are excelling in a market that isn't excelling," said Phil Ruschak, co-owner of Print Pro, a busy shop 45 miles southeast of Chicago.

Though unionization benefit workers, employers and customers, it can add to the cost of doing business, Ruschak says. Quality and service are the equalizers.

"We have to make up for that cost increase and we do that by offering a better quality of people, better quality product and a better overall experience," he said.

"Everything is about customer service and their perception of their experience."

While eight print shops near Ruschak have closed in the past few years, Print Pro – with 18 union employees – is doing well, he said.

"We are not the cheapest – people pay up to 30 percent more to come here," Ruschak said.

All union shops, he said, face the same challenges.

But a union contract assures longer-term employees and brings work from government agencies, political organizations and labor groups, said Ruschak who urged his staff to affiliate with GCC/IBT Local 458-M, Chicago, 11 years ago.

"Cost is something we've always dealt with," Ruschak said, "but it's even more so now. We've overcome it and grown every year."

Union workers make the difference.

"We have many long-time employees who customers ask for by name. The customers consider them friends and sometimes just stop by and chat."

EASTERN CONFERENCE SET FOR APRIL

The GCC/IBT Eastern Conference is celebrating springtime in Atlantic City.

Scheduled for April 26-28, the annual event will be held again in New Jersey's famous seaside resort and feature speakers discussing pension issues, federal mediation and effective organizing in an often hostile political atmosphere.

"This year's conference is important to our local leaders and all those who attend to understand and take back to their members the importance of having the right political people in place that will support our labor unions and labor movement whether it be local or national," said Harry Selnow, conference vice president and president of GCC/IBT Local 612-M, Caldwell, New Jersey.

All locals are invited. For more information contact Selnow at 973-227-6801.



PHOTO BY DOLORES HARKINS/DC3

District Council 3 and Local 25-M, Detroit, collected nearly 600 gifts at its Annual Toys for Tots Toy drive. 'This is one of our favorite events,' said Israel Castro, DC3 secretary-treasurer. "Our hard-working membership really enjoys giving back to their community and helping those less fortunate."

ON THE AVENUE: SCHUMER HAILS LOCAL 1-L

Sen. Charles Schumer is a pro-labor politician who remembers his roots – and his friends.

After marching at the lead of New York City's huge Labor Day parade, the Senate minority leader retraced his steps along Fifth Avenue to greet individual unions – GCC/IBT Local 1-L, among them.

Schumer – an outspoken Democrat who has tangled often with the Trump administration – spotted Local 1-L's president, Pat LoPresti, and his contingent near a float sponsored by the Allied Printing Trades Council.

"Hey, Local 1!" Schumer shouted, and then stopped for a quick photo op with GCC/IBT leaders.

Schumer has a history with Local 1-L.

His cousin, Walter Schumer, joined 1-L in 1958 as a cameraman and retired 32 years later.

In 1993, Charles Schumer, then a U.S. representative from New York's Ninth District, swore LoPresti into office as president of 1-L.

His encounter with Schumer on Labor Day was a reminder of the vital importance of building political relationships and sending pro-labor officials to Washington, LoPresti said.

"You see what happens when you have improper leadership governing," LoPresti said. "Between now and November, we have to be yelling at the top of our lungs and educating our members."



PHOTO BY ANDREA LOPRESTI

At New York's big Labor Day parade, Sen. Charles Schumer, right, greeted Local 1-L officers, left-right, James Santangelo, secretary-treasurer, Patrick LoPresti, president, and organizer John Zoccali. Schumer's cousin, Walter Schumer, was a 1-L member, who joined in 1958 and retired 32 years later.

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.

Les candidats à la présidentielle doivent « adopter un programme prosyndical »

Par Fred Bruning
Graphic Communicator

Le milieu syndical préviennent les candidats à la présidentielle de 2020 que l'appui des syndicats n'est pas acquis.

« Il ne suffit pas que les candidats disent qu'ils sont aux côtés des travailleurs, a déclaré le président général de la FIT James Hoffa. Les Teamsters vont les inviter à se joindre à eux pour lutter sur la ligne de front. »

La position de J. Hoffa reflétait le point de vue des principaux dirigeants syndicaux de la CCG-FIT et du pays, selon qui l'élection de l'automne est cruciale pour l'avenir des Américains qui triment dure.

« On ne peut pas, et on ne va pas, nous tenir pour acquis, a fait savoir Kurt Freeman, président de la CCG-FIT. Les candidats à une fonction publique – y compris la présidence – doivent s'engager en faveur d'un programme prosyndical, faute de quoi ils ne peuvent s'attendre à avoir le soutien des dirigeants ou des membres des syndicats. »

Les candidats démocrates savent qu'ils n'auront pas un traitement de faveur en 2020.

Lors d'un forum commandité par la FIT qui s'est tenu à Cedar Rapids, en Iowa, les candidats se sont engagés à soutenir les enjeux que les membres des Teamsters ont signalé comme étant les plus importants dans un vaste sondage syndical : la réforme des retraites, le droit de s'organiser et de négocier, et les accords commerciaux qui préservent les emplois des Américains.

« J'estime que les promesses doivent être tenues, a affirmé la sénatrice Amy Klobuchar du Minnesota, qui fait partie des six principaux candidats ayant assisté au rassemblement Teamsters Vote 2020 Presidential Forum cocommandité par le quotidien The Guardian et le Storm Lake (Iowa) Times.

Les autres candidats – l'ancien vice-président Joe Biden, le sénateur Cory Booker du New Jersey qui s'est retiré de la course par la suite, l'ancien maire Pete Buttigieg de South Bend, en Indiana, l'investisseur et activiste Tom Steyer, et le sénateur Bernie Sanders du Vermont – se sont aussi engagés à soutenir les priorités syndicales s'ils sont élus. « Quand les syndicats sont forts, les barbares ne franchissent pas la porte », a affirmé J. Biden.

Selon le site de nouvelles Vox, les principaux candidats étaient déjà connus pour soutenir un certain nombre de propositions politiques appuyées par les syndicats, notamment :

- Loi qui protège le droit de s'organiser, laquelle interdirait les lois sur le droit de travailler;
- Loi pour des horaires qui fonctionnent garantissant des horaires de travail prévisibles;
- Loi sur l'équité salariale assurant un salaire égal pour un travail égal;
- Loi pour des familles en santé obligeant les employeurs à accorder au moins sept jours de congé de maladie payés;
- Loi pour une hausse des salaires portant le salaire minimum fédéral à 15 \$.

Un article paru dans le New York Times a souligné l'importance que les syndicats soutiennent l'élection générale – et le besoin que les candidats sollicitent directement l'appui des travailleurs.

« Cela demeure important de courtiser les leaders syndicaux, mais on tend à reconnaître de plus en plus que les candidats doivent aussi solliciter directement les travailleurs syndiqués pour avoir l'appui des syndicats », a souligné le Times.

C'est particulièrement important d'obtenir la faveur des membres syndiqués dans ce cycle électoral, estiment les dirigeants, car Donald Trump a obtenu contre toute attente plus de votes que prévu chez les syndiqués il y a quatre ans.

« Trump a vraiment volé notre message », a déclaré J. Hoffa au Politico Morning Score, un bulletin de nouvelles quotidiennes en ligne sur la campagne. Selon le dirigeant de la FIT, les candidats démocrates savaient qu'ils devaient accorder plus d'attention aux enjeux reliés aux travailleurs, car le mouvement syndical « fait vraiment pression sur eux. »

Selon les sondages à la sortie des urnes, la démocrate Hillary Clinton a devancé Trump par neuf points seulement dans les foyers syndiqués alors que le président Barack Obama avait obtenu 18 points d'avance sur son rival républicain Mitt Romney en 2012, indique le Times. Le président Trump « a réussi à s'approprier » les revendications de la classe des travailleurs lors de la dernière

élection et à remporter le soutien des électeurs habituellement favorables aux démocrates, a affirmé J. Hoffa.

Le fait de miser sur Trump n'a rien donné, estiment les dirigeants syndicaux.

« Le président Trump – qui avait promis de faire de grandes choses pour les travailleurs américains – a montré dès le premier jour qu'il s'intéressait surtout à lui », a déclaré K. Freeman.

Les dirigeants syndicaux exhortent les membres à revenir dans le giron démocrate en novembre et les préviennent que quatre années de plus d'une administration Trump mettront en péril les droits des travailleurs qui ont déjà été sérieusement entamés.

L'Economic Policy Institute (EPI), un organisme sans but lucratif, a identifié un certain nombre de politiques antitraitement introduites pendant le premier mandat de Trump – notamment une énorme réduction des impôts pour les riches, le fait de priver les travailleurs d'un accès aux tribunaux et des politiques d'immigration régressives – mais c'est le National Labor Relations Board qui préoccupe surtout.

Selon l'EPI, « le National Labor Relations Board a systématiquement refoulé les droits des travailleurs à former des syndicats et à s'engager dans des négociations collectives avec leurs employeurs, au détriment des travailleurs, de leurs communautés et de l'économie » sous l'ère Trump.

Le remède doit venir des dirigeants élus, fait remarquer l'EPI.

Los candidatos presidenciales deben 'comprometerse con la agenda del movimiento laboral'

Por Fred Bruning
Graphic Communicator

El movimiento laboral tiene un mensaje para los candidatos presidenciales de 2020: No den por descontado el apoyo de los sindicatos.

«No basta con que los candidatos digan simplemente que se solidarizan con los trabajadores», dijo James Hoffa, presidente general de IBT. «Los Teamsters los van a invitar a unirse a nosotros, luchando en las primeras líneas.»

El mandato de Hoffa refleja lo que piensan los principales dirigentes sindicales de la GCC/IBT y de todo el país, que dicen que las elecciones del otoño serán cruciales para el futuro de la clase trabajadora en Estados Unidos.

«No podemos, ni aceptaremos, dejar que se nos tome por descontado», dijo Kurt Freeman, presidente de GCC/IBT. «Los candidatos a cargos públicos, incluso a la presidencia, deben comprometerse con la agenda del movimiento laboral, o no pueden esperar el apoyo de los dirigentes sindicales ni de la membresía.»

Los aspirantes demócratas a la presidencia comprenden que en 2020 no habrá nada gratuito.

Por ejemplo, en una extensa encuesta realizada en un foro patrocinado por IBT en Cedar Rapids, Iowa, los candidatos prometieron apoyo para las cuestiones que los miembros de los Teamsters indicaron ser las más importantes para ellos: la reforma de las pensiones, la libertad de sindicalización y organización colectiva, y acuerdos comerciales que protejan el empleo en Estados Unidos.

«Creo que las promesas que se hagan

tiene que cumplirse», dijo la senadora Amy Klobuchar de Minnesota, una de los seis principales aspirantes que asistieron al Teamsters Vote 2020 Presidential Forum, patrocinado conjuntamente por los periódicos The Guardian y Storm Lake Times (Iowa).

Otros candidatos, como el ex vicepresidente Joe Biden; la senadora Cory Booker de Nueva Jersey, que posteriormente retiró su candidatura; el alcalde de South Bend (Indiana) Pete Buttigieg; el inversor y activista Tom Steyer; y el senador Bernie Sanders de Vermont, se comprometieron también a atender a las prioridades de los sindicatos si eran elegidos. "Cuando los sindicatos son fuertes, los bárbaros están bajo control", dijo Biden.

Según la página web de noticias Vox, los candidatos con mayor número de votos han declarado ya que apoyan varias de las propuestas de políticas respaldadas por los sindicatos, como:

- Protección de la Ley del derecho de sindicación (Protecting the Right to Organize Act), que derogaría las leyes del derecho a trabajar.
- La Ley de horarios razonables (Schedules That Work Act), que garantiza horarios de trabajo previsibles.
- La Ley de salarios equitativos (Paycheck Fairness Act), que asegura el mismo salario por el mismo trabajo.
- La Ley de familias sanas (Healthy Families Act), que requiere que los empleadores concedan al menos siete días de baja por enfermedad remunerada.
- La Ley de subida de salarios (Raise

the Wage Act) que eleva el salario federal mínimo a \$15.

- Un artículo publicado en el New York Times subrayaba la importancia del apoyo de los sindicatos en las elecciones generales, y la necesidad de que los candidatos se dirijan directamente a los trabajadores.

«Aunque sigue siendo importante cultivar a los dirigentes sindicales, hay cada vez más conciencia de que para conseguir el apoyo de los sindicatos, los candidatos deben también dirigirse directamente a los afiliados», dijo el Times.

Granjearse el favor de los miembros individuales es particularmente importante en este ciclo electoral, dicen los dirigentes, porque inesperadamente hace cuatro años Donald Trump recibió más votos de lo esperado por parte de los trabajadores sindicalizados.

«Trump realmente nos robó el mensaje», le dijo Hoffa a Politico Morning Score, un servicio diario online de actualización de noticias de la campaña. El líder de IBT dijo que los candidatos demócratas sabían que tenían que prestar más atención a las cuestiones relacionadas con los trabajadores, porque el movimiento laboral «realmente los presionaba.»

Las encuestas a la salida del lugar de votación demostraron que la demócrata Hillary Clinton venció a Trump en los hogares de trabajadores sindicalizados por un margen de solo nueve puntos, mientras que el presidente Barack Obama obtuvo una ventaja de 18 puntos sobre su opositor republicano, Mitt Romney, en 2012, según el Times. El presidente Trump, dijo Hoffa, «consiguió explotar» las quejas de la clase trabajadora en las

últimas elecciones y ganarse el apoyo de votantes que generalmente son favorables a los demócratas.

Pero la apuesta por Trump no ha dado resultados, dicen los dirigentes sindicales.

«El presidente Trump, que prometió hacer grandes cosas por los trabajadores, demostró desde el primer día que lo que más le importa es él mismo», dijo Freeman.

Los líderes sindicales están urgiendo a los afiliados a que regresen al redil demócrata en noviembre, y advierten que cuatro años más de administración Trump pondrán en peligro unos derechos en el lugar del trabajo que ya han sido debilitados seriamente.

El Economic Policy Institute, una organización sin ánimo de lucro, ha identificado numerosas políticas aplicadas durante el primer mandato de Trump que son contrarias a los intereses de los trabajadores (entre ellas, una enorme rebaja de impuestos para los ricos, el bloqueo del acceso a las cortes por los trabajadores, el impulso de políticas de inmigración regresivas), pero la Junta Nacional de Relaciones Laborales es un área de particular atención.

La evaluación de dicho Instituto indica que durante el mandato de Trump, «la Junta Nacional de Relaciones Laborales ha ido mermando sistemáticamente los derechos de los trabajadores a formar sindicatos y a participar en negociaciones colectivas con sus empleadores, en detrimento de los trabajadores, sus comunidades y la economía».

El remedio debe venir de los dirigentes elegidos, indica el EPI.

IBT Supports 'New NAFTA'

Who won the NAFTA slugfest? For a year, Democrats and Republicans in the House of Representatives sparred over terms of the "new NAFTA" – now called the United States-Mexico-Canada Agreement – negotiated by President Donald Trump.



But in December, one day after impeaching Trump on charges of abuse of power and obstruction, the Democratic-controlled House voted, 385-41, to pass USMCA and Speaker Nancy Pelosi victoriously told her caucus, "We ate their lunch," according to CNN.

Trump claims credit for the revised trade pact but Pelosi shrugged off the President's familiar boasting. "This isn't about him," Pelosi said. "This is about American workers."

Teamsters agree.

IBT leaders called the new pact "a significant improvement" over NAFTA and far better than the USMCA first announced by Trump.

"...Teamsters will support this free trade agreement," said General President James Hoffa said. "The renegotiation of NAFTA and the subsequent improvements made by Democratic leadership have resulted in a final package that is superior to the original."

At the GCC/IBT, President Kurt Freeman also hailed the worker-friendly agreement negotiated by Democrats.

Over the months, Democrats fought for – and achieved – significant concessions on worker protections, union rights and enforcement of labor and environmental rules – a victory, said the IBT, for "House Democrats, our labor brothers and sisters and many other fair trade allies."

While the USMCA may face some Senate opposition, the GOP has given Trump unwavering support over the last three years and there seems little possibility the party would reject one of the President's few notable accomplishments in an election year.

Most important, said the IBT, is that the House-passed agreement has the correct priorities.

"The USMCA represents good progress for working people," the union said.

Scalia Will Keep GOP Happy

Labor Secretary Eugene Scalia, son of the late conservative Supreme Court justice Antonin Scalia, has a record that would make his father proud.

A corporate lawyer and lobbyist, Scalia replaced Alex Acosta, who resigned amid criticism that, as U.S. attorney in Florida, he approved a lenient plea deal for millionaire sex offender Jeffrey Epstein a decade ago.

Scalia was tapped by President Donald Trump despite a long anti-labor record – a move widely seen as an attempt by the White House to please the conservative Republican base but, labor leaders say, more proof that Trump is not the friend of working people he pretends.

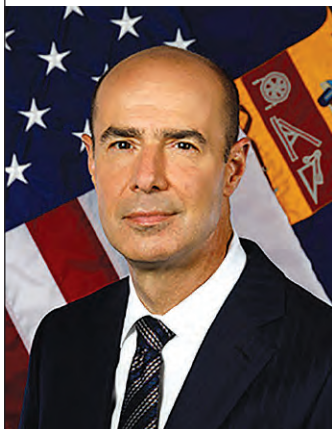
"This is another example of President Trump attacking working class families and turning his back to those who elected him," said GCC/IBT President Kurt Freeman. "Elections have consequences."

Among Scalia's positions before taking the top labor department post:

- Disagreed with regulations protecting workers from repetitive stress injuries.
- Opposed the Labor Department's "fiduciary rule" guarding 401(k) investments.
- Defended SeaWorld when the Florida theme park was ordered to impose safety standards after a trainer was killed by an orca whale.
- Fought Dodd-Frank financial reforms that followed the "Great Recession" of 2007-2009.
- Helped Walmart and other big firms defeat a Maryland lawsuit involving corporate contributions to employee health insurance plans.
- Fought against the Obama Administration's "fiduciary rule" requiring financial advisers to act only in the best interests of their clients.

Appointment of a pro-business attorney to the nation's top labor job contradicts Trump's claim that he is a champion of the middle class, critics say.

"What the Trump administration is doing to make the lives of all of those working people who supported him worse needs to be continually highlighted," said GCC/IBT attorney Peter Leff.



Eugene Scalia

U.S. DEPARTMENT OF LABOR

NLRB's Worrisome Decisions

Republican-dominated National Labor Relations Board provide fresh evidence of the agency's pro-business, anti-worker focus – a worrisome development for organized labor, union officials say, and hint of what might be in store should President Donald Trump win a second term.



LABOR 411 VIA GOOGLE IMAGES

"The Trump Administration has been working as fast as they can on corporate America's wish list for silencing anyone who dares to challenge their absolute control over working people's lives," said Shane Larson, government affairs director for the Communications Workers of America, according to the online publication NH Labor News. "They want us to sit down and shut up."

Last month, the board voted 3-1 to overturn worker-friendly rules imposed during the Obama administration.

In one case, the NLRB ruled that employers can limit the ability of employees to use work email to discuss workplace issues. In another, the three GOP board members – all appointed by Trump – said management can stop workers from discussing job-related investigations into matters like sexual harassment.

GCC/IBT President Kurt Freeman said the NLRB was a reflection of the Trump Administration's disregard for employees and allegiance to big business.

"The President claims he's for hard-working Americans, but proves the opposite again and again," Freeman said. "Union members must not be fooled – and they must vote in November."

'Lopsided' Pay Assures Inequality

How much is too much? A study by the Economic Policy Institute finds that compensation for top U.S. executives grew by more than 1,000 percent – yes, 1,000 – from 1978 to 2018 compared to 11.9 percent for the typical worker.



"Exorbitant CEO pay is a major contributor to rising inequality that we could safely do away with," an EPI summary said. "CEOs are getting more because of their power to set pay, not because they are increasing productivity or possess specific, high-demand skills."

Average CEO pay at the nation's top companies last year was \$17.2 million a year, including stock options.

The spread between chief executives and their employees – those often-forgotten folks whose labor allows the company to profit – is wide as the grin of a boss at bonus time.

CEOs make 278 times their workers, EPI says. In 1965, the ratio was 20-to-1 and 58-to-1 in 1989. Result of such a lopsided scale? "...less of the fruits of economic growth for ordinary workers and widening the gap between very high earners and the bottom 90 percent," said EPI.

Tax policies that would discourage outrageous disparities are essential, the analysis said. CEO's would lose a little. Workers – and the country – would gain a lot.

"The economy would suffer no harm if CEOs were paid less (or taxed more)," EPI concludes.

The 'Check' is in the Mail

Waiting for the mail? Now you'll be able to monitor the progress of letters and packages headed your way.

A new U.S. Postal Service initiative allows customers to view digital images of letter-sized items processed through USPS automated equipment on home computers and track delivery of packages.



"...you can cross-check for mail theft or ask someone to pick up a package if you're away," wrote consumer reporter Doug Shadel in the AARP magazine.

To sign up for what Shadel calls a "terrific" program go to informeddelivery.usps.com



Dream Bigger with a Union Plus Scholarship

\$150,000 in awards ranging from \$500 to \$4,000 are available annually to students attending a union-affiliated college, trade or graduate schools.

The Union Plus Scholarship application is now available.

Deadline: January 31, 12 pm ET

Learn more at
unionplus.org/scholarship



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
Death Benefit Claims Paid July 2017			
1B	Floyd L Dalseid 06-20-17	72C	Leonard K E Talbert, Sr 06-06-17
1B	Dorothy K Kroll 06-01-17	77P	James C Hansen, Sr 05-28-17
1B	Joseph A Kruzal 03-14-17	117T	Robert G Hughes 05-28-17
1B	Susanna Wade 05-11-17	117T	Alfred Mosbauer 12-07-15
1C	Gerald E Johnson 02-06-17	117T	Harold M Myhre 01-18-17
1L	Joseph A Dragotti 04-18-17	117T	Karen R Olson 05-16-17
1L	Edward J Garren, Jr 05-08-17	119B	Leopold Faber 06-23-17
1L	Charles Genjian 05-20-17	119B	Catherine Gibbs 05-22-17
1L	Set Proodian 05-25-17	119B	Juan B Montanez 06-15-17
3N	Joseph C Barbour 06-25-17	119B	Barbara Thomas 07-17-16
3N	James W Devlin 06-15-17	197M	Clyde Wayne Drake 06-07-17
3N	Robert F Frink 06-30-16	235M	Michael W Mcanally 06-14-17
3N	Frederick L Palmer, Sr 06-18-17	235M	Gary B Strong 05-25-17
4B	Christine A Brown 11-05-16	241M	John J Crane 02-04-17
4C	Mary Lou Otto 06-04-17	241M	Arnold E Scacchitti 06-13-17
8N	Henry Schneider 06-09-11	285M	James W Alston 04-12-17
13N	Raymond A Boulay 04-19-17	285M	Roy H Herndon 05-30-17
14M	Ruth M Amos 05-15-17	406C	Peter A Falagario 04-22-17
14M	Yolanda Read 05-14-17	406C	William P Kelly Jr 06-18-17
14M	Mary T Richardson 06-19-17	458M	Emily L Banach 06-01-17
14M	David W Weiler 05-13-17	458M	Robert A Breitenreiter 06-07-17
16N	Michael Laxton 06-12-17	458M	Larry J Leon, Sr 06-13-17
17M	Eugene C Dolasin 02-28-17	458M	Lawrence J Long 05-27-17
17M	Frederick J Haggart 06-15-17	458M	James H Rasmussen 05-15-17
24M	Paul M Scovronski, Sr 12-28-12	458M	Michael D Schmalz 05-17-17
72C	Patrick D Mccarthy 06-21-17	458M	Edwin W Schultz 04-06-17
72C	Paul S Nutwell 05-27-17	458M	Dorothy L Wilson 03-27-17
		503M	Robert K Clasgens 06-04-17
		503M	Adam S Grzeskowiak 04-29-17

Local	Date of Death
503M	Edward F Weiss 06-08-17
508M	Daniel M Beinker, Sr 05-19-17
508M	Thomas D Carroll, Sr 05-26-17
508M	Muhko Ortach 05-30-17
508M	Charles I Runkle 05-05-17
514M	Janet L George 06-17-17
518M	Roscoe A Bruner 05-05-17
518M	Shirley Ann Ehlers 06-15-17
518M	John J Hunt 03-14-15
527S	Nellie J Cates 07-19-16
527S	Noel E Gibson 04-15-17
527S	Annie J Jones 01-12-17
546M	Milan Borota, Sr 05-28-17
546M	Gerald W Czajka 06-21-17
546M	Ferrill J Fowler 12-31-16
546M	Clayton R Lowrie 05-01-17
546M	John W Martin 04-09-17
546M	Donald W Miller 03-04-17
555M	Brian T Cullen 06-20-17
555M	Gaston Garneau 04-26-17
555M	Jeannine Otis 09-19-16
568M	Robert L Schroeder 05-12-17
572T	Clarence B Holloman 05-14-17
572T	David M Miles 05-13-17
577M	Robert J Ginocchio 03-14-17
577M	William E Gott 02-10-14
577M	Norma J Kadolph 05-21-17
577M	Frank A Waggoner Jr 06-11-17
612M	John J Companick, Jr 03-11-17
625S	Howard G Brown 04-24-17
735S	Eugene P Thomas 05-08-17
853T	Thomas S Lee 05-29-17
996t	George S Takahashi 05-07-15
999ML	Edward L Buys 06-21-17
999ML	Bernice M Chadwick 06-15-17
999ML	John M Clark 04-15-17
999ML	Arthur L Cooke 04-30-17
999ML	Raymond E Frankrone 05-25-17
999ML	Donald M Mennenga 05-03-17

Local	Date of Death
999ML	Kenneth R Miller 05-11-17
999ML	Archie G Morgan 04-23-17
999ML	Dorothy O Schneck 05-30-17
999ML	Lewis L Stith 05-01-17
999ML	Glenn G Van Raden 06-08-17
999ML	Lewis A White 05-20-17
2289M	Joan Merriman 04-22-17
2289M	Eula C Millard 06-07-17
2289M	Orpha C Verhelle 04-20-17
4535M	Jack E Welch, Jr 02-17-17
6505M	Rosemary Devine 04-04-17
6505M	Lewis J Hizer, Sr 05-27-17
6505M	Harold L Smith 06-15-17

Local	Date of Death
458M	John C Mueller 06-18-17
458M	Frank E Streich 06-06-17
508M	Donald J Armbruster 09-23-16
508M	Ellen V Blazier 01-28-17
546M	Blake G Crews Jr 07-03-17
546M	Donald M Eigelbach 04-27-17
546M	Peter P Knapik 08-30-14
555M	Allen Bernier 07-06-17
555S	Wayne J Stoffers, Jr 05-10-17
572T	Joseph E Reid 12-24-16
577M	Jack Ruffert 05-30-17
999ML	Stanley A Bryk 11-13-11
999ML	Stanley D Prostko 06-25-17
999ML	Glenn R Rankin 05-20-17
999ML	Gladys P Woodbury 06-13-17
2289M	Bernard W Krause, Jr 06-29-17
6505M	Mildred M Naeger 06-26-17

Death Benefit Claims Paid August 2017

1B	Marilyn J Frankfurth-Ha 07-20-17
2N	William Byrnes 07-07-17
2N	Christopher W Keenan 03-19-17
3N	Mary A Parent 05-30-17
5ML	Harold C Eich 04-10-15
13N	Morris D Chaney 06-13-17
13N	Richard P Groves Jr 05-13-17
14M	Stanton J Mcneave, Sr 06-20-17
16C	Donald D Bennett 05-02-17
16C	Ralph N Storms 06-02-17
23N	Lowell T Wambold 02-23-17
28N	Larry D Hill 06-29-17
58M	Billy J Cook 10-01-12
58M	Christabel M Cook 11-17-16
72C	Francis R Chilton, Jr 11-22-16
77P	Larry O Liddell 06-20-17
100M	William R Bailie 06-02-17
117T	Robert E Nelson 06-08-17
119B	Robert Dagnell 02-03-17
235M	Robert J Helvey 07-15-17
458M	William Kahan 05-17-17
458M	James L Milhousen 11-07-16
458M	Raymond A Monsen 10-12-16

Death Benefit Claims Paid September 2017

1B	Patricia R Prantner 07-16-17
1C	Johnny Myers Iii 02-16-17
1L	Thomas A Belchier 07-24-17
1L	Hayden W Pollak 11-14-13
1L	Cosmo Pugliesi 07-02-17
1L	Lucien M Titus 10-05-11
1M	Ray W Fashingbauer 08-06-17
1M	Ildiko M Gleason 07-18-17
1M	Jerome J Humphreys, Sr 08-03-17
1M	Dennis H Kerner 07-21-17
1M	William L Lindenau 07-16-17
1M	Oliver J Wilharber 05-02-16
2N	John V Clarke 05-12-17
2N	Robert T Hickson 07-14-17
2N	Edward A Murphy 07-19-17
3N	Normand L Dufresne 06-05-17
3N	Gerald St Germain 07-31-17
8N	Daniel B Chaffee 06-08-17
13N	Joseph A Kaczorowski 03-17-17

2020 Platform Must be Pro-Worker

continued from PAGE 1

Mark Cooper, a member of GCC/IBT Local 727-S in Des Moines and president of the South Central Iowa Federation of Labor, said he has interviewed some of the candidates participating in his state's crucial Feb. 3 Democratic caucuses.

In those conversations, Cooper said, he has emphasized what he considers are labor's most urgent concerns.

"There are four issues that we believe are important to the working people – health, education, jobs and retirement," Cooper said. "These are the things we're putting in front of them every time we talk to them."

Pension-saving legislation was on the minds of many at a December election forum in Cedar Rapids, Iowa, sponsored by the Teamsters that drew several Democratic contenders.

High on the list of priorities, union members said, was passage of the Butch Lewis Act, which would give financial relief to distressed pension plans. The Democratic-led House of Representatives passed the Lewis Act in July but GOP Majority Leader Mitch McConnell has kept it – and most other bills authorized by House Democrats – bottled up in the Senate.

At the Cedar Rapids event, Democratic candidates – Vice President Joe Biden; Sen. Cory Booker of New Jersey, who subsequently dropped out of the race; Pete Buttigieg, former mayor of South Bend, Indiana; Senator Amy Klobuchar of Minnesota; Sen. Bernie Sanders of Vermont; and investor and climate activist Tom Steyer – vowed to address the pension crisis and focus on pro-labor issues.

"We need to fight back against this 40-year war on workers," Steyer said.

GCC/IBT leaders said the Democratic field seemed wide open and it was not yet clear which candidate would be best suited to win back the votes of union members who broke with tradition and voted for Trump in 2016.

Some see the progressive agenda of Sanders as the best bet for labor. Others say a candidate viewed as more moderate has the best chance to draw voters from Trump.

"Bernie is the only one that I heard specifically talking about making it easier for unions to organize," said Ralph Meers, secretary-treasurer of Local 527-S, Atlanta, referring to Senator Sanders.

George Tedeschi, GCC/IBT president emeritus, said it was too early to judge who might capture the Midwestern swing states that gave Trump a narrow Electoral College victory but that Biden's experience and broad appeal were strong advantages.

"Biden's been a friend of labor throughout his career," Tedeschi said. "People know him and trust him. There are other attractive candidates but Biden would be a strong contender."

Regardless of who emerges as the Democratic candidate, Meers said, Democrats must advance a strong, pro-worker platform aimed at spreading wealth and protecting workers from employers who treat them like "second-class citizens."

Mike LaSpina, president of GCC/IBT Local 406-C, Long Island, also endorsed a working class agenda that provides all Americans the kind of decent pay and benefit guaranteed by union contracts.

He gave a nod to the Family Act, a measure that provides up to 12 weeks of paid family leave through payroll deductions imposed on all workers. New York State already has such a law.

LaSpina said he supports a ban on right-to-work laws – known as "right to work for less" laws in union ranks – and urged a hike in the federal minimum wage to \$15 an hour. "Fifteen is a start but we're even behind the times with that," he said.

Overall, GCC/IBT leaders echoed the sentiments of Teamsters General President James Hoffa. His message to 2020 Presidential hopefuls was straight forward.

"Our members can't be easily won," Hoffa said. "Their voices, and the voices of all American workers, must be heard."

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

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