

Graphic Communicator



Volume 38 Number 4 | The Newspaper of the Graphic Communications Conference / IBT | www.gciu.org | Oct.-Nov.-Dec. 2020

FEATURES

- Where I Stand / Kurt Freeman 2
- Outlook / James Hoffa 2
- Managing Editor's Note / Fred Bruning 3
- Commentary / Jim Hightower 3
- Point of View / Peter Leff 6
- Bottom Line / Jerry Morgan 7
- Guest Spot / John Quimby 7
- In Memoriam 13

Zoom Session Earns High Grades from Organizers



PAGE 4

'95 Detroit Strike A Reminder Of Political Impact



INDUSTRIAL WORKER VIA LIBCOM.ORG/GOOGLE IMAGES

PAGE 10

Hoffa Scholars Moving Ahead Undaunted by Epidemic



PAGE 16

TOP STORY

GCC and IBT Back Biden-Harris Ticket

TEAMSTERS VOTE



WORKERS WIN

By Fred Bruning
Graphic Communicator

FACED WITH FOUR MORE YEARS OF WORKPLACE SETBACKS AND BROKEN promises, prominent labor unions – including the GCC/IBT and its Teamster partners – are calling on members to reject the overblown rhetoric of Donald Trump in November and elect union-friendly Joe Biden as next president of the United States.

In 2016, many union members abandoned the Democratic Party – candidate Hillary Clinton earned only half the votes in union households won four years earlier by Barack Obama – to back Trump, a bombastic Manhattan property developer and reality television celebrity with no political experience but a persistent argument that he would be an ally of the American worker.

It didn't work out that way, say labor leaders across the country, who note that Trump

stacked federal agencies with pro-business appointees, signed a tax bill that wildly favored the wealthy, limited the reach of OSHA and turned the National Labor Relations Board into a corporate tool.

The foundation of Trump's pitch to blue collar workers – a booming economy and job creation – is shaky, too, analysts say.

Despite claims by Trump that he has boosted the economy in historic fashion and will bring it back after the coronavirus pandemic, experts point out that he inherited a robust, post-recession rally from President Barack Obama and that job creation under Trump lags the last three years of Obama's tenure by approximately 1.5 million.

"Without facts, Mr. Trump resorts to lies," said economist Steven Rattner in the New York Times.

Perhaps most outrageous, labor leaders say, is Trump's support for national right-to-work

continues on PAGE 8

This issue of the Graphic Communicator includes a Summary of Material Modifications setting forth changes to the Benevolent Trust Fund Plan document (Page 13) and a Notice on Worker Objection to Agency Fees (P16).

In Tumultuous Times, Essential Union Workers Continue Serving Public

PAGE 5



WHERE I STAND

KURT FREEMAN GCC/IBT PRESIDENT

With U.S. at Crossroads, This Election is Not Just Another Political Event

ELECTION DAY IS LESS THAN A MONTH AWAY.

I will not tell you how to vote.

Your choice may not be mine.

But as union leader and friend, I will tell you I consider this the most important election of my lifetime.

This is not just another November political event.

Our country – and the union movement – is at a crossroads.

We are facing a killer epidemic, faltering economy, and an overdue reckoning on racial matters.



Recently, Americans have found themselves too often at odds with one another. Common ground seems to be shrinking. There is plenty of rancor and not enough mutual respect.

Though the print industry has shown remarkable strength during the difficult days of covid-19, workers in many other sectors are suffering.

Rarely has the protection of a union contract seemed more precious and in greater peril. Powerful forces – in Washington and corporate board rooms – seek nothing less than the destruction of worker rights and collective bargaining.

So while I will not tell you which ticket to back in November, I will say this:

As unionists and American citizens we are obligated to evaluate the respective records of candidates and their visions for the future.

Who offers working people the best deal? The incumbent President Donald Trump and his running mate Vice President Mike Pence? Or Democratic challengers Joe Biden and California senator Kamala Harris?

For me, the choice is easy.

On questions of governance, personal conduct, and commitment to the country's working people, Joe Biden has a proven record and

compelling background. Biden hails from a modest family – his father was a salesman – and has been a strong supporter of unions since his earliest days in politics.

Trump?

There is no need to dwell on the billionaire president's obvious shortcomings – the exaggerations, crass remarks, strategic blunders, relations with the world's worst anti-democratic strongmen – or his ceaseless self-promotion.

Putting all that aside for a moment, how has Trump performed as an ally of workers and unions?

Badly, in my opinion.

Trump and his pro-business cronies have made it more difficult to unionize, installed a partisan zealot, Eugene Scalia, as secretary of labor, helped corporations block class action suits aimed at gaining workplace justice and allowed bosses who fail to pay workers go unpunished. And that's the short list.

In contrast, challenger Joe Biden offers a robust pro-labor agenda to support everyday workers who Biden calls "the backbone of the nation."

Biden opposes laws that weaken unions and collective bargaining and is a strong advocate of the Protect the Right to Organize (PRO) Act passed by the Democratic House of

Representatives but ignored in the Republican Senate.

Instead of seeking to squelch union organizing, Biden promises to give workers a greater voice in their own futures. He vows to rebuild the country, restore its dignity and create millions of decent jobs – many in the unionized sector.

So compelling is Biden's labor agenda that, in mid-summer, IBT General President James Hoffa and the Teamster general executive board put the full weight of the Teamsters behind Biden.

It was the right move for our union – and America.

Friends, a profound moment approaches. I urge you to study the record and engage the issues.

Donald Trump had four years to show he cared about working people and blew it.

That's why I've made up my mind: Joe Biden for president. ■



OUTLOOK

JAMES P. HOFFA TEAMSTERS GENERAL PRESIDENT

Let's be Honest: We Need a Change at the Top

2020 IS A YEAR FOR THE RECORD books. A global pandemic has wreaked havoc not only with the health of Americans, but also on their wallets. Tens of millions of Americans have lost their jobs during the coronavirus pandemic, and millions are still out of work.

But if we are honest with ourselves, these tumultuous times did not start back in March. Working families all over the country have been struggling for years with a federal government that's prioritized the corporate class over the working class. That's why we've seen a curtailment of union rights and a lack of attention to pension security issues.

We need a change at the top. So the Teamsters are backing former Vice President Joe Biden for president and Sen. Kamala Harris of California for vice president due to their strong record of standing with working families throughout each of their careers.

The Democratic ticket has proposed a bold plan to protect the



interests of hardworking Americans, one that prioritizes collective bargaining, organizing and unions. It calls for workers to be treated with dignity and receive the pay, benefits and workplace protections they deserve.

Biden and Harris signed the Teamsters Pledge last year promising to back the union's priorities. They also both sat down with the Teamsters to discuss their views on the issues. And national field organizers working for Biden and Harris voted via card check to join Teamsters Local 238 in Iowa, proving their campaigns were willing not just to talk-the-talk, but walk-the-walk.

But it won't matter if workers don't vote. There will be new challenges at the ballot box this year, that is certain. That is why people must first ensure they are registered, and once they are, look to see how they can vote absentee or by mail so they can ensure they can cast their vote safely. Members can go to www.teamstersvote.com to do so.

Joe Biden and Kamala Harris have both had to fight hard to get to where they are today. The Teamsters will be just as determined working for Joe and Kamala this fall because we know as president and vice-president they will work for our members. ■



Graphic
Communicator

The Newspaper
of the Graphic
Communications
Conference / IBT

Volume 38 Number 4
Oct-Nov.-Dec. 2020

(USPS 410-750)

Official organ of the
Graphic Communications
Conference/International
Brotherhood of Teamsters

25 Louisiana Ave. NW
Washington, D.C. 20001
202-508-6660

e-mail: webmessenger@gciu.org
Internet: www.gciu.org

GEORGE TEDESCHI
Editor

FRED BRUNING
Managing Editor

AFFILIATIONS

Change to Win Coalition

Canadian Labour Congress

Member of International
Labor Communications Association
of Labour Media



© GCC/IBT 382 M

© CALM 3
PRINTED IN U.S.A.

GRAPHIC COMMUNICATOR
(ISSN 0746-3626)

is published quarterly in
January-February-March,
April-May-June, July-
August-September, October-
November-December for a
total of four issues a year for
\$12 per year in the United
States and Canada and
\$15 for all other countries by
the Graphic Communications
Conference/International
Brotherhood of Teamsters,
25 Louisiana Ave. NW
Washington, D.C. 20001.
Periodical postage paid at
Washington, D.C. and
additional mailing offices.

POSTMASTER:

Send address changes to the
GRAPHIC COMMUNICATOR,
25 Louisiana Ave. NW
Washington, D.C. 20001.

Publications Mail Agreement
No. 41461512.

CANADA POST:

Return undeliverables to
P.O. Box 2601, 6915 Dixie Rd,
Mississauga, ON L4T 0A9.

Donald J. Trump? Organized Labor Has Seen Enough

WHAT DO YOU EXPECT FROM A PRESIDENT?

The answer used to be simple: Someone who – regardless of political affiliation – acts the part, keeps the best interests of the country in mind and inspires a diverse nation to act in unity for the benefit of all.



Sound like Donald Trump?
Of course not.

President Trump has proven to be the opposite. And organized labor has seen enough.

That's why the nation's most respected unions – including the GCC/IBT and its Teamster partners – are endorsing the Democratic ticket of Joe Biden and Kamala Harris (Page 6).

Our extended election coverage, beginning on Page 1 and continuing on Pages 8-10, reflects

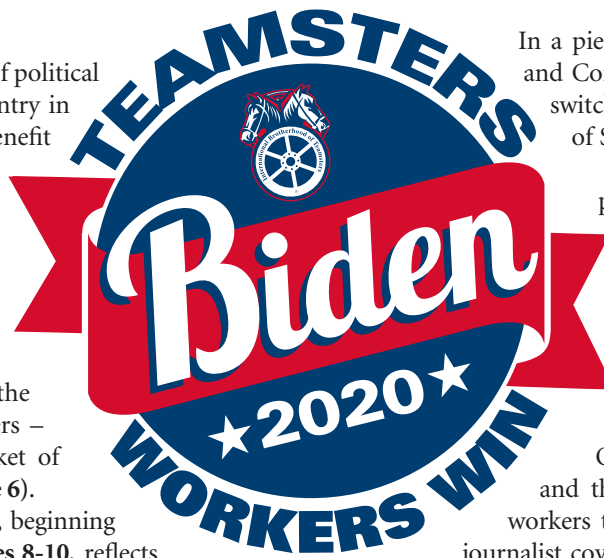
widespread labor sentiment that there must be no encore for Trump's absurd comic opera.

"We've had four years of Trump doing nothing but divide the country," Local 406-C, Long Island, president Mike LaSpina told reporter Zachary Dowdy (Page 8). "Biden and Harris want to bring America back together."

Labor leaders are not kidding themselves, however.

In 2016, many rank-and-file members voted for Trump. The former reality TV star bragged he would be the workers' best friend – and, let's face it, his swagger and unguarded speech won over millions.

But, as we report, Trump did not come through. He ran his mouth a lot but double-crossed ordinary Americans. Most especially, our Biden-Trump comparison on Page 9 shows Trump has been a disaster for labor – nominating conservative judges, cabinet members and department heads who view unions as the enemy.



In a piece on Page 9, George Tedeschi, GCC/IBT president emeritus and Communicator top editor, said Trump pulled a classic "bait and switch" on American workers – and is at again following the death of Supreme Court Justice Ruth Bader Ginsburg.

"When there are right-wing judges ruling on labor cases, who pays the price?" Tedeschi adds. "Union members, that's who."

One of Trump's most disastrous failures has been in handling the coronavirus outbreak which continues to threaten the country and may persist well into next year. On Page 5, reporter Dawn Hobbs updates readers on GCC/IBT efforts during the health care crisis – at the policy-making level and on the shop floor where courageous essential union workers continue doing their part.

On the same page, Bruce Lambert, a former reporter at Newsday and the New York Times who helped organize Newsday editorial workers tells of his own experiences as a polio epidemic survivor and journalist covering the AIDs epidemic. "The coronavirus is a sudden global calamity" begins his piece. "It's not my first."

There is plenty of other news. Union negotiators used Zoom remote technology to complete contract talks covering three Georgia-Pacific plants on the West Coast (Page 11). Several dozen local GCC/IBT leaders attended a Teamster-led organizing session – also via Zoom – set up by President Kurt Freeman, and Steve Nobles, secretary-treasurer/vice president (Page 4).

We recall the 25th anniversary of the Detroit newspaper strike and the courageous union workers who endured months of hardship (Page 10). And, on a solemn note, GCC/IBT and Teamster leaders noted the death of civil rights hero Rep. John Lewis of Georgia (Page 4).

Lewis implored Americans to get into "good trouble" – the kind that advances principles of equality and fair play. On Nov. 3, Americans will have a chance to uphold those noble ideas by making Joe Biden president. ■

COMMENTARY JIM HIGHTOWER

How Come No Crackdown on Corporate Chronic Offenders?

There's a crime wave underway in America, but the powers-that-be are getting sore necks from looking the other way.

I'm talking about corporate crime.

When it comes to robbing us blind, the Armani-clad criminals in corporate boardrooms have it all over the crooks on the street. The FBI reckons that property crime cost U.S. taxpayers \$16 billion in 2018. Securities traders scam four times that amount from their clients in fraudulent deals every year.

From oil spills to price fixing to peddling defective or dangerous products, corporations are responsible for the costliest and deadliest crimes in this country.

While 16,000 people are murdered in the U.S. every year, 5,600 Americans die at work while tens of thousands more die at home from deadly diseases like black lung, asbestosis, or more insidious poisonings they acquired on the job. And that was before there was a deadly pandemic ravaging the country.

Companies that poison folks with nasty pesticides don't go to prison because their lobbyists work hard in Washington to keep such poisons legal. Corporations that kill workers on the job — for instance, by speeding up the production line or allowing deadly hazards on the shop floor — get the deaths recorded as "accidents" so they aren't investigated as homicides.

Yet corporations get treated with kid gloves so soft only their CEOs could afford them.

They're all but immune to the criminal penalties



applied to regular citizens. Even when a corporation gets caught committing acts so outrageous and heinous and on such a scale that the authorities grudgingly have to haul them into court, they're usually subject to no more than civil penalties and fines.

Worse yet, they don't often get caught, because corporate crimes don't get investigated and prosecuted with thoroughness, let alone zeal.

Why not? Because most politicians won't crack down on corporations. Why would your average politico, who was elected with corporate campaign dollars, and is looking forward to reelection with more where that came from, hound his corporate sponsors for any of their misdeeds?

Businesses routinely hand out fat campaign contributions to any political party or candidate looking for a fast buck, and this isn't even considered a crime. No surprise



there, since corporate lobbyists work with elected officials to write the law in the first place.

Here's a fact the powers-that-be don't want us commoners to know: Corporations only exist at the pleasure of you and me.

We the People could reassert our sovereignty over these offending entities by altering or revoking their state charters.

The founders of our states and nation put strict limits on the corporate structure, establishing our right to set the terms of each corporation's existence. The authority to revoke corporate charters is still on the books of nearly every state, and it's time for us to reassert some of the passion of 1776 by using that authority.

The issue is basic: Are the corporations going to rule, or are we? The defining battle of our era is to reestablish citizen rule over our government, our economy, our environment, and our society — and this requires the defeat of today's corporate autocracy. ■

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

Rep. John Lewis, Civil Rights Hero Who ‘Spoke Out’ Regardless of Risk

By Fred Bruning
Graphic Communicator

John Lewis, the Georgia congressman and beloved civil rights hero “gave hope to the nation, reminding us to be better,” said Teamsters general president James Hoffa after Lewis’s death in July – a tribute that had special meaning for GCC/IBT officials in Atlanta.

Ralph Meers, president emeritus of Local 527-S marched with Lewis for equal justice, and recalled the U.S. representative as a “down to earth friendly guy” who remained accessible despite fame and adoration.

“He was a gentle giant that had tremendous power, but never flaunted it,” Meers said.

Eddie Williams, president of Local 527-S, also expressed admiration for Lewis, who was beaten badly as a young man in Selma, Alabama during a historic 1965 voting rights march. “He stood up and spoke his mind even if it meant putting his life on the line,” Williams said.

In June, Williams presented a resolution to the GCC/IBT general board in support of the Black Lives Matter movement that demands an end to what activists complain are biased – and sometimes lethal – police tactics that put black citizens at risk.

The board passed the measure calling, in part, for a “good faith dialogue” to help narrow a “widening gap of trust” and help create a “national model for community policing” to end “segregation and institutionalized racism.”

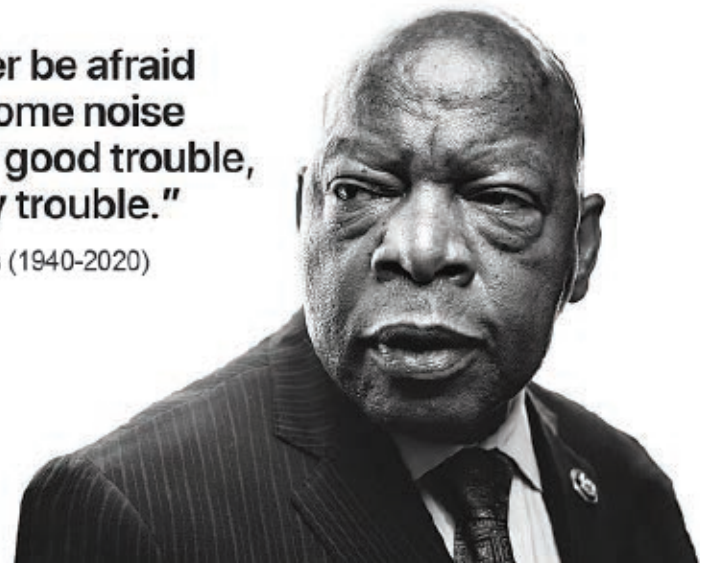
Those were the sort of principles Lewis endorsed and that Meers found so admirable.

Especially precious to Meers is a clipping from the January 16, 1981, Atlanta Constitution that carried a front page photograph showing him behind Lewis and Coretta Scott King, widow of Martin Luther King, during a march the day before.

The paper reported that 3,000 civil rights proponents turned out to honor King on what would have been his 52nd birthday. King was shot to death in April, 1968 by James Earl Ray during a visit to Memphis supporting sanitation workers who were on strike to demand recognition for their union.

“Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”

Rep. John Lewis (1940-2020)



According to the Constitution’s story, King’s daughter, Bernice, then a high school student, quoted lines from her father’s renowned 1963 “I Have a Dream” speech: “Free at last, free at last, thank God almighty, I’m free at last.”

Said Meers: “That was quite the march.”

Lewis was a familiar local presence, Meers said, always cordial and seeking to be of service. “I’d see him out in downtown Atlanta at different events and he’d always shake my hand and ask how I was doing.”

In one instance, Meers said, a group of anti-union agitators were seeking to disrupt a strike. Lewis was on the scene and asked if he could intercede. Meers said local leaders had the situation under control but was “honored by his offer.”

Hoffa also applauded Lewis’s dedication to the high ideals of organized labor.

“His steadfast opposition to discrimination and intimidation anywhere made him one of labor’s strongest allies and supporters,” the IBT leader said.

The resilience and courage demonstrated by Lewis – from the early days in Selma and through 33 years as a member of Congress – remain an inspiration, Williams said.

“When I think about labor and the civil rights movement, they are really tied together as far as trying to help people,” Williams said. “Like John Lewis said, you’ve got to ‘Speak up, speak out, get in the way and start some good trouble.’”

Lewis stayed true to those sentiments even as death approached.

In a speech at the Edmund Pettus Bridge in Selma – where 55 years earlier he suffered a skull fracture at the hands of an Alabama state trooper on what has become known as “Bloody Sunday” – Lewis, struggling with pancreatic cancer, implored Americans to vote for change in November.

“We cannot give up now, we cannot give up,” he said. “We must keep the faith, keep our eyes on the prize. We must go out and vote like we never, ever voted before.” – Dawn Hobbs contributed to this story.

Via Zoom, A Comprehensive IBT Approach to Organizing

Organize, organize, organize – epidemic or not.

Determined to increase membership even amid a global health crisis, the GCC/IBT and Teamsters arranged a three-hour training session for local union leaders using Zoom video conference technology.

Led by IBT organizers James “Curb” Curbeam and Jarrod Skelton, the class drew 81 GCC/IBT participants from across the country and touched on a wide range of organizing issues and strategies.

“We’re not trying to ‘sell’ this union,” Curbeam said at one point. “We are giving people the opportunity to join one of the greatest organizations in the world.”

The session was facilitated by Teamster organizing director Jeff Farmer who responded to a request from GCC/IBT President Kurt Freeman and Steve Nobles, secretary-treasurer/vice president.

“I asked if it would be possible to do what they normally did in person at local union offices as a zoom class,” Freeman said. “They had stopped doing the training due to covid.”

Feedback from participants was immediate and enthusiastic. “Judging by emails and text messages it was well received,” Freeman said.

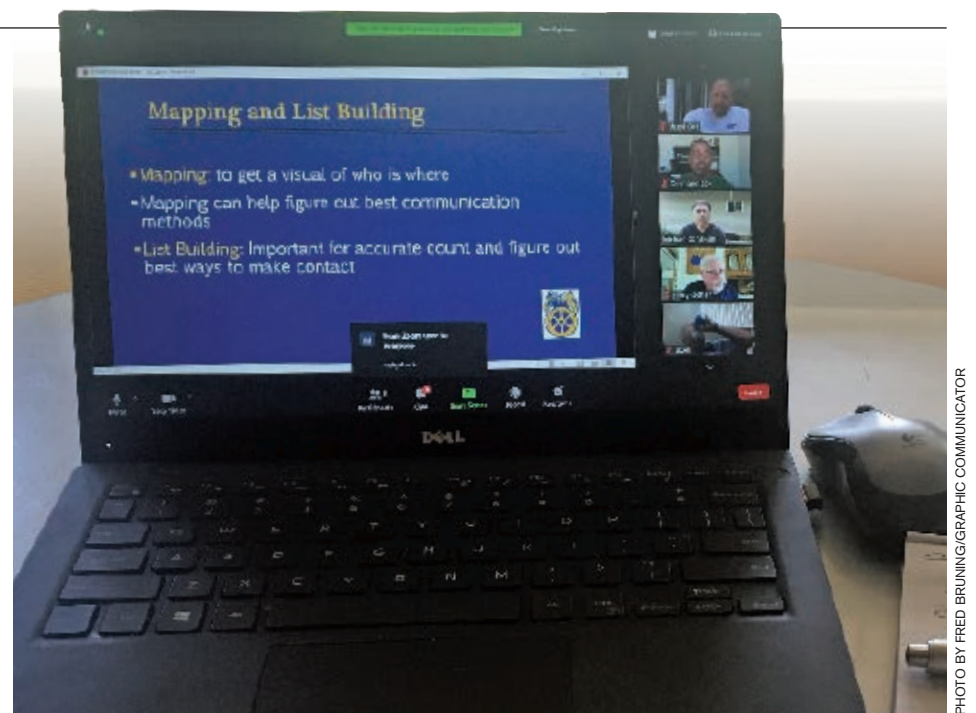
Perry Kettner, president of Local 577-M, Milwaukee-Madison, and secretary-treasurer of District Council 1, said the session “demonstrates why the Teamsters’ system of grassroots organizing is successful – having a well-thought-out plan to implement right up to an election.”

Strategy is essential, Curbeam said at the training. “Plan the work and work the plan,” said Curbeam, who is IBT southern region organizing coordinator.

Employing a number of PowerPoint slides, Curbeam and Skelton reviewed organizing basics – from initial contact with potential members to achieving a first contract – and urged union leaders to be resilient even if met with resistance.

“A lot of folks may not know what a union is,” Skelton said. “Be relaxed, neutral. It’s about building trust.”

The careful, comprehensive approach – and innovative organizing ideas – resonated with GCC/IBT participants.



“It is definitely outside the box,” said Oscar E. Lopez, president of Local 4535-M, Houston. “I intend to take the PowerPoint presentation and train my local officers and also my chief stewards.”

How did the session rate in comparison to pre-covid, in-person training classes?

Steve Sullivan, president of Local 3-N, Boston, said the class met all expectations.

“The Zoom training compares very well to face-to-face meetings I have attended,” Sullivan said. “The instructors sought feedback and participation throughout the process. In many ways, it felt like being in the same room.”

Holding a training session during the covid crisis showed the union’s sense of purpose, Sullivan said. “Despite the challenges of this pandemic our mission remains.”

Freeman said there will be follow-up instruction after the “encouraging” results of the first remote training event.

Without question, said Steve Nobles, the event achieved its goals – and participants demonstrated a high level of engagement and attentiveness.

“Buy-in from members was inspiring,” Nobles said. “They realize the need to organize.”

Leaders in 'Overdrive' During Epidemic

By Dawn Hobbs
Special to the Communicator

As nationwide spikes continue and the death count keeps rising, GCC/IBT leaders are clamping down on covid-19 safety compliance and finding ways to continue critical union business during the extraordinary times of the coronavirus.

From explaining to companies why masks are just as important as steel-toed boots, to chasing down potential virus outbreaks and coming to terms with travel restrictions, GCC/IBT leaders have been in overdrive as the pandemic takes its toll nationwide.

Serving the membership is a top priority – and takes unusual commitment.

“The pandemic has put an enormous strain on local union officers and staff along with the GCC’s office staff and field representatives,” said Kurt Freeman, GCC/IBT president, noting that staff is working from home and Zoom has replaced face-to-face interaction.

Leaders believe the virus has infected hundreds of members and retirees though an authoritative count is difficult to make.

Bonnie Lindsley, GCC/IBT membership director, said numbers related to covid illnesses may be higher than reporting so far indicates. “Almost surely, we have not heard about all the cases,” Lindsley said.

The toll has been high in hotspots. DC2 leadership reports at least 200 coronavirus cases with clusters in California, Washington, Oregon and Utah, but don’t have a tally on deaths. And Local 1-L, New York, reports a minimum of 100 covid-related deaths, most retirees.

Observing prudent health standards, GCC/IBT leaders continue to make adjustments.

Conference schedules have been disrupted and some negotiations postponed.

Though the print industry has been generally strong throughout the health crisis, some employers have had to furlough workers while others – anticipating increased work during the 2020 political season – have sought unionization in order to display the GCC/IBT bug.



Travel restrictions and covid-19 social distancing mandates forced GCC/IBT leaders to cancel 2020 conferences.

Here is a tentative 2021 schedule. Specific dates will be announced.

- Eastern Conference, Atlantic City, New Jersey – April 2021
- North American Newspaper Conference, Scottsdale, Arizona – September 2021
- Specialty Conference, Atlanta, Georgia – September 2021

In New York, Pat LoPresti, president Local 1-L, New York, said the local has picked up 6-8 smaller shops. LoPresti urges members to keep faith that the virus will be conquered and union jobs remain secure. “I believe we are going to get through this,” he said.

In the meantime, contracts scheduled for renegotiation have either been put on hold, extended one year with a wage increase, or new ones negotiated using communication technologies like Zoom and Ring Central.

Remote bargaining is “not ideal,” said Nick Caruso, another GCC/IBT representative, but has potential. He agreed, however, that “without a physical presence you cannot sense everything that is occurring around you in the room.”

The epidemic has imposed additional demands on local leaders.

“We’ve had to learn a new norm with regard to safety under covid restrictions and hold companies accountable, at the same time we’re trying to deal with layoffs and adapt to virtual meetings and negotiations,” said Clark Ritchey, DC2 secretary-treasurer and principal officer. “There’s definitely been a learning curve. Hopefully, we won’t have to do this forever.”

Emotional Fallout for Frontline Workers

By Dawn Hobbs
Special to the Communicator

Amid the tumultuous times of the covid-19 epidemic, Chanta Jones has found a renewed sense of purpose as an essential worker at Evergreen Packaging in Kalamazoo, Michigan, where she makes milk and juice cartons used in hospitals.

“I didn’t realize how important my job was until covid-19,” said Jones, president of GCC/IBT Local 507-S, who has worked at the plant for 20 years.

But, like many GCC/IBT workers who have served throughout the health crisis, Jones admits the last few months have been tough.

“It’s heartbreaking to see what’s going on around us with people out of work, or sick and dying,” said Jones, who also is District Council 3 recording secretary.

The union’s essential workers must contend with a variety of challenges as the crisis continues – and the emotional fallout that comes with frontline employment.

GCC/IBT president Kurt Freeman applauded the courage and contributions of union members:

“What this really shows is that these workers have always been essential,” Freeman said. “They have always been the backbone of our great society.”

Employers don’t always make things easier.

Jones said she had to ask GCC/IBT national leaders to help get masks mandated at Evergreen where a few virus cases have been reported. Now, she says, the work environment is safe. The shop is sanitized regularly and everyone wears masks.

It’s not the same for Paul Alexander, chief shop steward at Cenveo, an envelope supplier in Smyrna, Georgia.

A member of Local 527-S, Alexander said he’s grateful to have his job after a two-month furlough but fearful of illness because a group of workers consider the pandemic a “hoax” and refuse to wear masks.

Confusing signals from President Donald Trump and administration officials have added to the confusion.

“It’s politically divided,” said Alexander, who worries about transmitting the virus to his 95-year-old mother. “Why not be safe, wear a mask, save your job – and save lives?”

Across the country at International Paper in Elk Grove, California, John P. Quimby also fears politics are taking priority over safety.



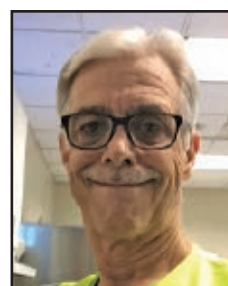
Alexander



Jones



Phillips



Quimby



Vigil

“Generally, anyone who supports Trump isn’t wearing a mask,” said Quimby, who has worked at the plant near Sacramento for 21 years and serves as shop safety coordinator. “And then there’s the younger guys who don’t understand what they are dealing with.”

Quimby, recording secretary for DC2 and a member of Local 388-M, Los Angeles, recently underwent a liver transplant and must take medication that lowers his immune system and may make him more vulnerable to the virus.

Options for unionized workers to address covid issues in the workplace are few, said GCC/IBT lawyer Peter Leff.

Employees can file unfair labor practice grievances or complaints with the Occupational Health and Safety Administration, but results are apt to be disappointing. “Not surprisingly, under Trump, neither OSHA nor the National Labor Relations Board has been very charitable to workers and unions with covid complaints,” Leff said.

It took an outbreak of 38 cases in early June at Mondi Bags USA in Salt Lake City – and a lot of heat from Local 541-S – to make the company meet compliance standards, union leaders say.

“We haven’t had any cases since we lit a fire under them,” said local president Demecio “Danny” Vigil.

Masks are now mandated at Mondi, a facial recognition machine scans for temperature, work stations and the rest of the facility are regularly sanitized, said Vigil, who must be especially careful because his wife has an underlying health condition.

Some employers have been responsible from the outset.

Gerry Phillips, press operator at the Philadelphia Daily News, said the paper instituted the guidelines immediately issued by the Centers for Disease Control.

Phillips, a 33-year Daily News veteran, says masks are mandated and “everyone wears them.” Hand sanitizers are available around the shop. Workers observe social distance.

The plant is sanitized daily.

“I think we feel pretty secure here and that the employer is doing a good job,” Phillips said.

GCC/IBT officials say the print industry has remained generally stable during the epidemic and that relatively few union members have been laid off.

At International Paper, Quimby said the plant is busier than ever producing boxes for Amazon and other large suppliers. “We are in full throttle and part of the drive is to provide an essential commodity to society,” Quimby said.

Jones also said she was grateful for her union job at Evergreen – and happy to be playing a vital role as the nation battles the coronavirus.

“I’m blessed to be working and providing for the country,” she said.

Troubled Times But We’ve Seen Others

By Bruce Lambert
Special to the Communicator

The coronavirus is a sudden global calamity. It’s not my first.

In 1951, poliomyelitis paralyzed me from the neck down. Doctors said I would never walk again. Luckily, they were wrong.

Back then, polio struck every summer, crippling and killing thousands, terrifying parents, closing movies and

Continues on page 13

America Great Again? Vote for Biden-Harris

Some choices are tough. This one was easy.

Joe Biden, a decent man from a working class background, is the GCC/IBT pick for president of the United States.

His running mate, Sen. Kamala Harris of California, is a friend of labor who speaks truth to power – fearlessly. We welcome her to the ticket.

The Biden-Harris team – already endorsed by the Teamsters – represents progressive ideas and practical solutions. They are Democrats who have learned from the past and look to the future. Their goals are bold but achievable.

They are pro-labor, and proud to say so.

“We need to strengthen unions,” Biden told the IBT general board in an interview attended by GCC/IBT president emeritus George Tedeschi, who serves as a Teamster at-large vice president. “It is something I’ve done my whole career.”

Harris was just as forthright.

“I want Teamster members and their families to know I stand with them,” Harris told the IBT. “I want them to know in the America I believe in, no one should have to work more than one job to have a roof over their head or to put food on the table.”

Isn’t that refreshing – politicians who say they favor unions and really mean it?

Expect no false promises from Biden or Harris or double talk about being a friend of working Americans while catering to every whim of the super-wealthy.

That is the story of the past four years.

Donald Trump gained support from many union members with a promise to protect the little guy but the billionaire president left that idea behind in a hurry.

There is no need to dwell on Trump’s sorry labor record.

He has excelled at Oval Office photo ops with union leaders while failing the rank-and-file.

What kind of “friend” would place conservative partisans on the National Labor Relations Board, gut the Occupational Safety and Health Administration, expand management rights in collective bargaining or squelch the voice of employees in the workplace?

We could go on – and on.

Trump pulled a bait-and-switch on union voters, and is sure to do it again.

This time, let’s not be fooled.

We can count on Joe Biden.

Early in his campaign, the former vice president released a robust labor agenda.

He vows to work for passage of the Protect the Right to Organize (PRO) Act now languishing in the Republican-controlled Senate. Biden calls for the rollback of right-to-work legislation in states that have passed such “free rider” laws. He will rebuild the diminished workforce of OSHA inspectors and resurrect the Employee Free Choice Act, another great aid to union organizing thwarted by the GOP.

There is a fundamental difference between a leader who respects unions and union members and one who pays only lip service, surrounds himself with high-rollers, and consistently gives the edge to big business.

With Joe Biden in the White House, we will have a true partner. With Donald Trump, unions can look forward to four more years of empty words and broken promises

Let’s be honest.

Americans are on edge these days and who can blame them? The nation faces a health crisis with the covid-19 pandemic, a battered economy, entrenched social problems and a brawl over the Supreme Court following the death of Justice Ruth Bader Ginsburg.

Some may think of Trump as a strongman who will make everything right. Based on his performance so far, that’s not going to happen.

Where Trump is manipulative and untrustworthy, Joe Biden and Kamala Harris are forthright, proven and reliable. They will not sell us out. There will be no flim-flam or phoniness. We’ve had plenty of that. We can’t afford any more.

In November, vote for a team that will make us stronger in our workplaces and protect unions. Together, we’ll end the ill-advised Trump adventure and really make America great again. ■



CLAY BENNETT EDITORIAL CARTOON USED WITH THE PERMISSION OF CLAY BENNETT, THE WASHINGTON POST WRITERS GROUP AND THE CARTOONIST GROUP. ALL RIGHTS RESERVED.

Point of View BY PETER LEFF

Trump Says He’s On Side of Workers But His NLRB Picks Prove Otherwise

As union members prepare to vote in the 2020 presidential election, the National Labor Relations Board, which is supposed to be protecting their rights, is growing ever more hostile to unions and their members.

In the last year alone, the three members of the National Labor Relations Board, all appointed by President Trump, have made it easier for employers to fire union members, weakened collective bargaining rights, made it more difficult to organize workers into unions and turned the other way in the face of unlawful employer conduct during union representation elections.

Despite President Trump’s rhetoric of being worker friendly, the actions of his handpicked labor board have been anything but. The board’s efforts to silence workers, bust unions and stack the deck for greedy corporations is unprecedented.

Here are some of the Trump NLRB’s most appalling policy moves:

- Allow employers to fire workers for language management finds objectionable in the course of a labor dispute.
- Give bosses the right to ban workers from using company email to communicate with other employees about union issues on non-work time.
- Make it harder for workers to establish that they were fired for pro-union activities.
- Weakened collective bargaining rights by making it easier for employers to make unilateral changes to terms and conditions of employment.
- Permit companies to stop agreed-upon contributions to health insurance plans after the expiration of a collective bargaining agreement.
- Hamper unions seeking to reestablish majority support even if this is what the workers desire after a petition to decertify has been submitted.
- Expand the scope of clauses pertaining to management rights in collective bargaining agreements to allow employers to evade bargaining with unions.

On the union election front, the Labor Board also has been busily undercutting worker rights.

It has strengthened employers’ ability to conduct captive audience meetings, allowed management to ban union organizers from spaces open to the public and seeks to prevent the union from speaking to employees by withholding cell phone numbers and email addresses.

In violation of the law – and without the required notice or comment period – the NLRB implemented a series of hurdles in union elections designed to afford the employer more opportunity to run scare campaigns and frustrate workers’ ability to organize into unions. If all that were not enough, the board is in the process of overturning 80 years of precedent that unlawful employer conduct must be addressed prior to a union vote.

Instead of fulfilling its mission to protect workers’ rights, this board does the bidding of high-handed employers who seek unlimited power to cut wages and benefits, impose longer work schedules, post tougher work rules and discipline employees as they see fit.

Under the best of circumstances, the scales are tilted towards employers. But this labor board wants to throw the scale out entirely – to look at every issue exclusively from the viewpoint of what is in management’s interests.

Trump’s ultra-conservative NLRB is systematically weakening organized labor by dismantling collective bargaining protections that have sustained the middle class and allowed the United States to become the most successful country on the planet.

In November, union members and friends of organized labor must vote for candidates who protect working class interests. I am not sure the union movement can take four more years of a labor board that bows so reliably to big business. ■

Peter Leff is a Washington, D.C.-based labor attorney and GCC/IBT general counsel.

Keep Social Security Secure



Donald Trump ran as a friend of working men and women, promising new jobs, and, for some reason, millions of them believed a billionaire who cheated almost everyone he ever worked with.

Then he gave a trillion dollar tax cut to his billionaire friends and corporations who didn't create new jobs. He did nothing about rebuilding the infrastructure as promised.

And when the pandemic hit, he walked away, saying he had no responsibility to do anything. Millions of jobs have been lost, tens of millions are out of work and the economy is in shambles.

And, of course, he is still trying to destroy the Affordable Care Act – passed in 2010 under Barack Obama, who Trump bashes at every opportunity – in the midst of the pandemic.

Now Trump is coming for our Social Security and Medicare.

He wants to do away with the payroll tax. That's the money deducted from your pay check to pay for Social Security and Medicare and unemployment insurance. It generated \$1.24 trillion dollars in the 2019 fiscal year.

Of that, 12.4 percent of your pay goes for Social Security, split between you and your employer; 2.9 percent goes for Medicare, also split.

Trump said that if re-elected he will do away with the payroll tax.

Here's what would happen if he gets his way, according to Stephen Goss, chief actuary for the Social Security Administration:

If it happened in January 2021, the disability

benefit system would be unable to pay recipients by the middle of the year.

By the middle of 2023, the main Social Security benefit would be depleted. That means the millions who paid into Social Security in expectation of a retirement income won't get one.

Important to remember:

Social Security pays for 33 percent of retirement income for the elderly.

50 percent of married couples and 70 percent of unmarried people get 50 percent or more of their income from Social Security

21 percent of married couples and 45 percent of unmarried people count on Social Security for more than 90 percent of their income.

The Democrats oppose Trump's foolish plan and if they still control the House and maybe take over the Senate, it won't happen.

Taxes are controlled by Congress, not the President. The Constitution says so though Trump – a renowned non-reader – likely doesn't know.

If Trump wins re-election, who knows what would happen – to Social Security, Medicare or the good, old U.S.A.?

Scary prospect? Vote. ■

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

Guest Spot

BY JOHN QUIMBY

Why is Wearing a Mask Political?

Want a reason to wear a mask during the pandemic? Hear me out.

In October, 2019 I had a liver transplant which today requires me to take immune suppressant anti-rejection drugs. Like millions of Americans, I have a serious underlying health issue.

My beautiful daughter, Malhoree, donated part of her liver to save my life. We went through a lot but both made it. We are enjoying ourselves again. Or trying.

Six months ago, Malhoree announced she was pregnant with my next grandson – exciting news that made my recovery even more important.

Then the covid epidemic hit.

For me, a coronavirus infection pretty much amounts to a death sentence. The liver transplant puts me at high risk. I have to be especially careful. And I have to hope everyone around me – friends, family, co-workers – follow safety rules. Good personal hygiene, social distancing and, maybe most important, wearing a mask.

I have been an employee at International Paper in Elk Grove, California, for 21 years and am honored to be an essential GCC/IBT union worker helping to keep our country moving forward.

I am grateful for the support my union leaders showed during my health ordeal and throughout the covid-19 crisis. Being a Teamster is a source of pride. Returning to work, I felt a sense of purpose. I am happy to be contributing.

There is a worry, though.

There is confusion in my workplace about the

dangers of this epidemic – in fact, I think, there is confusion everywhere.

Mixed messages from President Trump and most of the GOP leadership make the problem worse.

Trump's emphasis on unproven theories and his failure to urge that Americans wear masks in public have led to a dangerous political split and added to the danger we all face.

No wonder so many supporters of the president consider masks a partisan statement.

How different it would be if our President endorsed from the beginning of the pandemic this simple, preventative measure and served as a role model by wearing a mask, himself. The national death toll almost certainly would be far less and the virus might have been knocked toward oblivion.

Workers are understandably confused. But confusion is dangerous – to people with compromised health conditions, like me, but everyone else, too.

I make this plea to all my GCC/IBT brothers and sisters: Wear a mask in public. You will save lives. One could be mine. ■

John Quimby is a member of Local 388-M, Los Angeles, and recording secretary of District Council 2.



All the Best

Print

Let Them Eat Tweets: How the Right Rules in an Age of Extreme Inequality

Jacob S. Hacker and Paul Pierson

How can it be? The Republican Party represents the interests of the upper crust and entrenched corporate interests but also draws disproportionately from working class voters – precisely the Americans whose economic interests the GOP routinely ignores. In their definitive study – less about Donald Trump than the title suggests – political scientists Jacob Hacker and Paul Pierson show how the shrewd Republican strategy of “plutocratic populism” has paid off. By encouraging outrage from voters unsettled by social change, the GOP has recruited millions of hardworking Americans who benefit not at all from safety net cutbacks, tax breaks for the wealthy and union busting. The scheme, in place for 40 years, has imposed enormous wealth inequality and culminated in the 2016 election of an outlandish and unprepared president who spends more time with his Twitter account than dealing purposefully with the affairs of state. Will America wake up? We'll know in a month. **Liveright, \$26.95**



Video/Streaming

The War Room

For political junkies, “The War Room” remains not only a ground-breaking film but an essential tutorial on how to win against the odds. In 1992, a couple of young tacticians, James Carville and George Stephanopoulos, helped an upstart Arkansas governor grab the presidency from George H.W. Bush, a Republican with impeccable establishment credentials. The two emphasized working class needs – “It's the economy, stupid” was the battle cry --and Bill Clinton pounded out an unlikely win. Documentary filmmakers D.A. Pennebaker and Chris Hegedus went behind front lines to provide an unglossy view of a longshot Democratic campaign that paid off big. Clinton held office for two terms and Carville and Stephanopoulos became rich and famous. Talk about happy endings. *Stream on Criterion Channel and HBO Max. Rent on Amazon and iTunes.*



Music

Rough and Rowdy Ways

Bob Dylan

Barack Obama put Bob Dylan on his summer playlist – along with a diverse group of performers ranging from Beyonce to Chet Baker – so maybe the former president will be mellowing out with tunes from Dylan's masterful new, two-disc album, “Rough and Rowdy Ways.” These are the first new songs by Dylan in eight years and shows him in a pensive mood as befits the songman's age (79) but still filled with the sort of vitality and intellectual energy adored by fans – including, evidently, the former leader of the free world. **Columbia Records.**



Internet

Forecasting the U.S. Elections

The Economist

The respected British business publication, The Economist, has put together a remarkably nimble site that gauges the presidential race with polling information updated daily. Beyond the national breakdown, the Economist takes a close look at how states are shaping up and likely electoral college outcome. Public opinion surveys are only a snapshot of the moment, yes, but this compilation lets the reader pick up trends quickly, gauge the Trump and Biden campaigns and prepare for the worst – or, let's hope, the best. *Search Google for: Economist Presidential Forecast*



Labor Can't Risk Being Fooled Again

By Zachary Dowdy
Special to the Communicator

For veteran union leaders like Steve Sullivan, president of Local 3-N in Boston, the verdict is in: President Donald Trump has not made a strong enough case to be re-elected.

"The jury is back on Trump and his agenda when it comes to labor," Sullivan said, echoing the sentiments of many GCC/IBT leaders who say Trump comes up short after nearly four years in office. "He had his chance and he has not been a friend of labor."

Sullivan hopes his assessment resonates with union members who voted for the Trump in 2016. "Labor got fooled four years ago," he said.

A study by the Cooperative Congressional Election Study found that 37 percent of union members cast votes for the upstart New York billionaire four years ago. An AFL-CIO poll measuring union household voter sentiment – households in which there is a union member – determined that 43 percent supported Trump.

Hoping to break Trump's spell on union members, the GCC/IBT and Teamsters have endorsed the

Democratic ticket of former vice president Joe Biden and California senator Kamala Harris, (See editorial, Page 6.) "The Teamsters have a friend in Joe Biden," said IBT general president James Hoffa.

Union officials say the November election is the most important in memory.

Melvin Prailow, chairman of the joint council of unions at the Government Publishing Office and member of Local 1-C, Washington, D.C., said Trump policies have undercut organized labor and made it more difficult to protect workers.

Specifically, he said, executive orders seeking to eliminate dues checkoff and curbing union work on official time, he said, "hampers our ability to do our jobs, 'I'm hopeful that Biden changes the legislation and that he is a man of his word.'"

Trump's history with labor has been spotty, at best.

In his, "Where I Stand" column on Page 2 of this edition, GCC/IBT president Kurt Freeman said Trump had failed to keep his promises to working people and instead pushed policies that undermine the ordinary Americans he claims to represent.

"Trump and his pro-business cronies have made it more difficult to unionize, installed a partisan zealot,

Eugene Scalia, as secretary of labor, helped corporations block class actions suits aimed at gaining workplace justice and allowed bosses who fail to pay workers go unpunished," Freeman said. "And that's the short list."

Michael LaSpina, president of GCC/IBT Local 406-C, Long Island, said the choice is clear.

"They're definitely the best choice for working America," he said of the Biden-Harris ticket. "We had four years of Trump. He did nothing except divide the country."

Sullivan said Trump has fallen short on non-labor issues, too – the coronavirus pandemic, health care, racial reconciliation.

"Our members definitely see that everything's politics with him," Sullivan said. "He wants to get his way and he hasn't been there for workers. I just don't see how your average worker or union member could relate to this president. We can't continue along the same course because a Trump second term isn't going to do anything to change this country for the better." ■

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

GCC, IBT Back Biden

Continued from PAGE 1

legislation – a profound betrayal of working people from the union point of view.

When Sen. Rand Paul (R-Kentucky) introduced a federal free rider bill, Trump promised to sign the measure if it reached his desk – an opportunity that never materialized because Paul's proposal has gained no traction in the Democratic-controlled House of Representatives.

It all adds up to trouble for unions, labor leaders say.

"Donald Trump had four years to show he cared about working people and blew it," said GCC/IBT president Kurt Freeman in a column that appears on Page 2 of the Communicator.

After interviewing Biden and his running mate Sen. Kamala Harris of California, IBT General President James Hoffa and the Teamster general executive board, endorsed the Democratic ticket and saluted Biden as a long-time labor ally.

"The Teamsters have a friend in Joe Biden," Hoffa said. "From his very first election to the senate until now, Vice President Biden has been on the side of working Americans supporting their right to organize, their desire for fair wages and their need for a secure retirement."

Under the leadership of Freeman and Secretary-Treasurer/Vice President Steve Nobles, the GCC/IBT board quickly followed with its own endorsement supporting the Biden-Harris ticket as reliable, insightful and forward-looking.

"Biden and Harris are proven to have the ability to work across the aisle and get things done," Freeman said. "They understand that this country was built on the shoulders of the middle class and Teamsters look forward to working with them to 'Build Back Better.'"

In an editorial endorsing Biden and Harris that appears on Page 6 of this edition, the GCC/IBT urged members to vote for candidates who "will make us stronger in our workplaces and protect unions."

At the local level, GCC/IBT leaders hailed the Democratic team.

"I believe it's the right choice, said Melvin Prailow, chairman of the joint council of unions at the Government Publishing Office and member of Local 1-C, Washington, D.C. "I have hope that some of the anti-union actions Trump has taken can be reversed."

Michael LaSpina, president of Local 406-C, Long Island, said he hoped Biden and Harris could help unite a nation split along partisan lines.



"We've had four years of Trump doing nothing but divide the country," LaSpina said. "Biden and Harris want to bring America back together and I think they are going to get a lot of support."

Labor groups from a wide variety of sectors are backing the Democratic ticket and warning that Trump and his running mate, Mike Pence, a deeply conservative Indiana governor before joining the Trump team, will continue undercutting labor interests if given another four years.

Among the nearly three dozen labor organizations favoring the Democratic ticket are the AFL-CIO, Service Employees International Union, Communication Workers of America, United Steel Workers, American Federation of State, County, and Municipal Employees, American Federation of Teachers and United Farm Workers.

Leaders say Trump's pro-worker promises – which he continues to make – are belied by his administration's failure to back pension reform legislation and initiatives like the Protect the Right to Organize (PRO) Act sought by union officials.

During his years as a real estate executive in New York, Trump was known to back away from agreements and refuse to pay even small contractors what was promised. Union leaders say he brings those same unethical instincts to labor relations as president.

"He's systematically unwinding and attacking unions," SEIU president Mary Henry told the Associated Press. "Federal workers rights have been totally eviscerated under his watch. We are on fire about the rules being rigged against us and needing to elect people that are going to stand with workers."

Beyond labor issues, some union leaders have warned that Trump is trashing democratic values as the president puts pressure on government agencies to further his own interests and continues warm relations with some of the world's most autocratic figures, including Russian leader Vladimir Putin.

"You see, this election is about more than red and blue," said Richard Trumka, president of the AFL-CIO. "It's a fight for our democracy itself."

The stakes in every presidential race are high, labor leaders say, but the prospect of re-electing Donald Trump gives the November contest unprecedented urgency.

For Kurt Freeman, the choice on Nov. 3 is clear – and the GCC/IBT president said he hoped it would be for union members, too. "Let's support a leader who really cares about working Americans," Freeman said. "Let's elect Joe Biden." ■

– Zachary Dowdy contributed to this story

TRUMP HAD HIS CHANCE AND DOESN'T RATE ANOTHER

By George Tedeschi
GCC/IBT President Emeritus

After Donald Trump's 2016 election win, I wrote an "As I See It" column for the Graphic Communicator that ran under the headline, "Give Trump a Chance but Never Back Down."

I was GCC/IBT president then and wanted to make clear to union members – many of whom voted for Trump – that I had an open mind and would judge the nation's new chief executive fairly.

Trump promised he would put working people first – that he would launch a job-producing infrastructure program, cut middle-class taxes, drain the Washington swamp of special interests and implement a health insurance plan that would far exceed Obamacare which he relentlessly criticized.

Four years later, we see the results:

- No big infrastructure plan is even being discussed – Republicans say it's too expensive.
- Trump's tax cuts outrageously benefited the wealthiest Americans.
- Cabinet-level jobs – including Secretary of Labor – are filled by conservative functionaries, many of them big GOP political contributors, who lavish praise on Trump and carry out his every whim or face being fired
- The only administration initiative on health insurance has been Trump's heartless attempt to end Obamacare without a replacement – during a pandemic that he claimed would just disappear.

The coronavirus crisis, alone, shows how little Trump cares about anyone but himself. As renowned journalist Bob Woodward reports in his new book, "Rage," Trump admitted on tape he knew the illness was spread through the air even while refusing to wear a mask and holding packed political rallies. Re-election – not saving lives – was most on the president's mind.

Every day brings more bad behavior – including Trump's rush to nominate a Supreme Court justice following the death of Ruth Bader Ginsburg despite Republican refusal to consider Obama appointment Merrick Garland 10 months before the 2016 election.

Why does anybody think it's okay to aggravate racial divisions, promote crazy conspiracy theories, ruin lives of loyal public servants – including dedi-

cated intelligence, justice and military professionals – and describe political opponents as traitors?

What would Republicans say if Barack Obama let Vladimir Putin slide after the Russian leader put a bounty on American soldiers? Or said that North Korean dictator Kim Jong Il had written "me a beautiful letter and we fell in love" even as Kim continued to test nuclear weapons? Or abandoned our Kurdish allies in Syria after schmoozing with Turkish strongman Recep Tayyip Erdogan?

If Obama had insulted our most reliable European allies, started an unsuccessful trade war with China, refused funding for the World Health Organization in the middle of a global health crisis, belittled struggling nations as "shithole countries," Republicans would have yelled bloody murder.

Would anyone but a faded reality show personality use the White House – property of the American people – as backdrop for his re-nomination speech and fill the South Lawn with admirers sitting on top of one another without face masks despite the advice of Trump's own coronavirus team?

Defenders say Trump is just a "different" sort of leader – one who takes pleasure in breaking norms and "telling it like it is."

Really?

"Telling it like it is?" I don't think so.

According to the Washington Post, Trump has lied or misrepresented the truth more than 20,000 times as president. He specializes not in integrity but crony politics, crude remarks and mistaken policy.

Trump said only he could make America great again – as though the country needed his help.

Instead, he messed up handling the epidemic so badly that the United States has the highest number of covid deaths in the world. Joblessness is disastrous. Wall Street may be doing well but Main Street isn't. America has lost respect around the world. He thinks climate change is a "hoax" and treats immigrants like trash.

No matter how strongly you feel about one issue or another, Trump does not deserve another four years.

He had a chance and failed. It's time to cancel this reality show. I'm giving my vote, and my dollars, to Joe Biden.



NICK ANDERSON EDITORIAL CARTOON USED WITH THE PERMISSION OF NICK ANDERSON, THE WASHINGTON POST WRITERS GROUP AND THE CARTOONIST GROUP. ALL RIGHTS RESERVED.

On Labor, a Canyon Between Candidates

As candidates and public personalities, Joe Biden and Donald Trump couldn't be more different. Biden, steady and respectful, comes from a working class household. Trump, bombastic and provocative, got his start with a whopping gift from his father, a millionaire New York developer. But when it comes to support for working Americans, the Biden-Trump gap becomes a canyon. From the outset of his political career, Biden has backed unions and working Americans. Trump has a record of bucking unionization and chiseling contractors who work for him. Here is a rundown on Biden's labor agenda and Trump's four-year record:

Highlights of Biden labor outlook

- Hold corporations and executives personally accountable for interfering with organizing efforts and violating other labor laws.
- Aggressively pursue employers who violate labor laws, participate in wage theft, or cheat on their taxes by intentionally misclassifying employees as independent contractors.
- Make certain federal dollars do not flow to employers who engage in union-busting activities, participate in wage theft, or violate labor law.
- Penalize companies that bargain in bad faith and engage in "surface bargaining" with no intent of reaching an agreement.
- Make it easier for workers who choose to unionize by supporting the Protect the Right to Organize (PRO) Act.
- Increase workplace health and safety and expand OSHA enforcement.
- Ensure workers have their day in court by ending mandatory arbitration clauses imposed by employers on workers.

- Pass the Employee Free Choice Act to speed organizing with "card check" authorization cards.

– Source: Biden for President

The Trump Record

- Eliminated the Fair Pay and Safe Workplace rule requiring federal contractors to follow safety and labor laws.
- Repealed requirements that corporations maintain accurate injury records.
- Issued an executive order requiring that agencies repeal two worker protection orders for every one they adopt.
- Gutted OSHA's enforcement ability by reducing the number of inspectors to the lowest in 50 years.
- Favored corporate-run arbitration rather than engaging in open bargaining.
- Prevented employees from using cafeteria and other public spaces to discuss workplace matters.
- Expanded "management rights" to let bosses make unilateral changes that undermine collective bargaining.
- Installed a succession of anti-union zealots as labor secretaries: Andrew Pudzer, CEO of Hardee's and Carl's Jr. chain; Alex Acosta, who resigned amid questions that he gave sex offender Jeffrey Epstein a sweetheart deal while Acosta was U.S. attorney in Miami; and, the current labor chief, Eugene Scalia, a corporate attorney and son of the late ultra-conservative Supreme Court justice Antonin Scalia.

– Source: Jim Hightower/The Hightower Lowdown

GOP Best for Business? Guess Again

President Donald Trump likes to say he sparked a Wall Street boom and the “greatest” economy in American history. Republicans long have insisted the GOP is best for business.

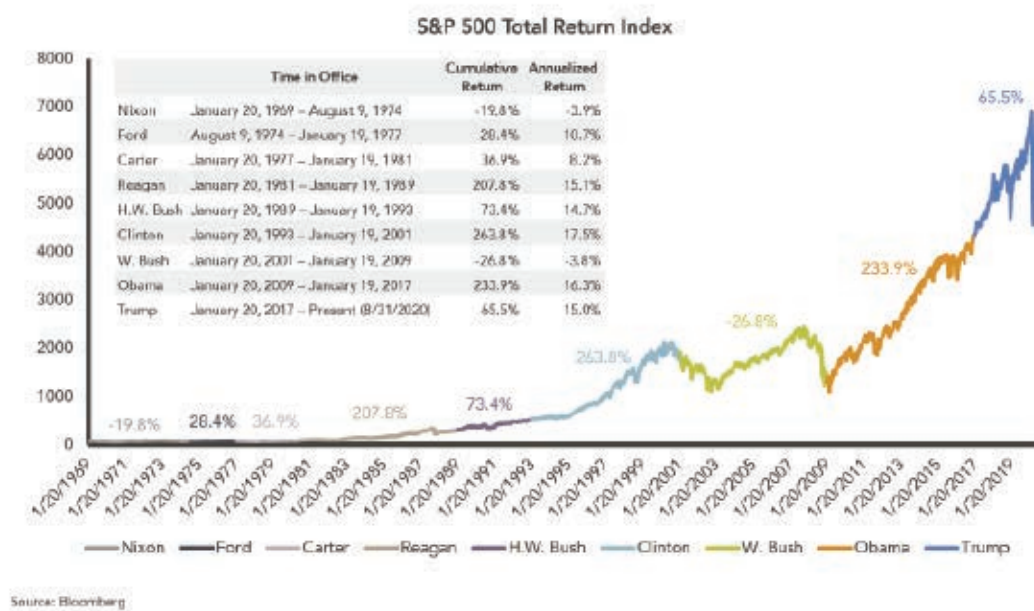
Neither is true. Not even close.

As the accompanying chart shows, Trump – who inherited a surging economy from Barack Obama – hasn’t equaled his predecessor and supply-side Republicans aren’t the economic wizards they claim.

“The U.S. economy not only grows faster, according to real GDP and other measures, during Democratic versus Republican presidencies, it also produces more jobs, lowers the unemployment rate, generates higher corporate profits and investment, and turns in higher stock market returns,” said the independent National Bureau of Economic Research.

Some voters say they dislike Trump’s conduct and caustic style but “he’s good for business.” That’s a mistake. Compared to Democrats, Trump is strictly second rate. ■

U.S. Presidents and S&P 500



'95 Strike Reminder of Political Impact

By Dawn Hobbs
Special to the Communicator

Twenty-five years after one of the most memorable labor disputes in the nation’s history, GCC/IBT leaders who were part of the Detroit newspaper strikes say union members must recognize the impact of politics on labor – especially as a crucial presidential election approaches.

“Our attorneys thought we had a strong case against the Detroit newspapers – until we got to federal court,” said Jack Howe, who was president of what was GCIU Local 13-N at the time of the strike

Howe said that while Democrat Bill Clinton was in the White House at the time, conservative federal judges previously appointed during Republican administrations favored management.

“Because labor law is interpretive, we lost,” Howe said. “It’s rough when you’re going up against the money and influence of big business and politics.”

The strike – which lasted more than a year-and-a-half – began at the Detroit Free Press and Detroit News in July 1995.

Approximately 2,500 pressmen, drivers and journalists from six different unions – including several hundred members of what was then the GCIU – walked out when negotiators for Knight-Ridder and Gannett, owners of the two papers, refused to bargain on crucial issues such as job security

The National Labor Relations Board ruled in 1997 that the companies were guilty of numerous unfair labor practice violations. But the newspapers appealed and federal courts reversed the NLRB’s decision in 2000.

“Frankly, we were on top of things– it’s the political atmosphere that hurts the unions,” Howe said. “The problem with labor law is that it can be interpreted from one administration to the next. In Europe, unions know what their legitimate rights are from one year to the next – but not true here.”

Turning to contemporary politics, Howe said unions have felt the fallout from President Donald Trump’s conservative appointees to the NLRB, federal courts and the U.S. Supreme Court.

“Labor unions have to get people out to vote – and they have to understand what they are voting for and that their vote counts,” Howe said. “The working people, if they are educated right, will vote for the right people.”

GCC/IBT leaders say lessons of the Detroit strike must not be lost.

“Now more than ever, we need to be motivated to action and exercise our right to vote in our best interests to put the right people in place – or be doomed to repeat the hard lessons of the past,” said Israel Castro, secretary-treasurer District Council 3.



Union workers at the Detroit Free Press and Detroit News – including members of the GCIU --walked out in 1995 when owners Knight-Ridder and Gannett refused to bargain on crucial issues like job security.

“Now more than ever, we need to be motivated to action and exercise our right to vote in our best interests to put the right people in place – or be doomed to repeat the hard lessons of the past.”

–Israel Castro,
secretary-treasurer District Council 3

Workers and their families sacrificed tremendously during the Detroit strike but GCIU members remained united even when called upon to forfeit a contract provision that had guaranteed lifetime employment.

“I was in my mid-30s and raising kids – it was a good job,” said Tony Valvona, who now serves as president of Local 13-N and was a shop steward during the strike. “But they were trying to break the labor council and pit one union against the other.”

One of Valvona’s most memorable moments came in 1997 when James P. Hoffa – waging the first of five successful campaigns for Teamster

general president – pulled up in a shiny blue Ford F-250 to drop off food and water for strikers and to shake hands.

“He told us help was on the way to jump start this strike and I felt we were going to win this war,” Valvona said.

Strikers endured hardships that were not easily overcome, but Valvano said he had no regrets and the value of unions remains unquestioned.

“You have a voice because of unions and that is something American workers should never give up.” ■

PHOTO BY JOSEPH RANDO/DISTRICT COUNCIL 2



Health considerations related to the coronavirus epidemic demanded that contract negotiations with three Georgia-Pacific plants be carried out with remote communication technology.

COMPUTER TECHNOLOGY HELPED 'GET IT DONE' AT GEORGIA-PACIFIC

Negotiations with three Georgia-Pacific plants on the West Coast started a year ago under normal circumstances, but GCC/IBT leaders had to use remote communication technology to complete work during the coronavirus epidemic.

"We did it via Zoom, but we got it done," said Clark Ritchey, secretary-treasurer and principal officer of District Council 2, which represents nearly 400 workers at Georgia-Pacific plants, in Olympia, Washington, and Modesto and San Leandro, California.

Consulting with the negotiating committee by computer did not allow the immediacy of in-person meetings, Ritchey said.

"The hard part is that if you don't have your committee with you, it's tough to get a read on how they feel about things other than seeing them on a camera," Ritchey said. "It's always better, especially with hard core economics, to have your committee with you. Thank goodness we got the language down during face-to-face meetings before covid hit."

GCC/IBT representative Phil Roberts said remote arrangements are far from ideal and may not be successful in every case. But despite "extraordinary circumstances" caused by the health crisis "we got a good contract with a motivated employer."

The four-year contract includes a wage increase retroactive to June 2019 with a 2.25 percent boost each year and improvements to health care and pension benefits.

"We've got a relatively new committee and they did an outstanding job representing the folks from their respective plants," Ritchey said. "Especially with the challenges of covid, they had solidarity and – with exceptional work by Phil Roberts – got the deal done."

FAMILY OF AHMAUD ARBERY AIDED BY ATLANTA UNIONS

Atlanta GCC/IBT leaders recently joined forces with local labor organizations to donate money to the family of Ahmaud Arbery, the 25-year-old black jogger fatally gunned down by two white men in southern Georgia earlier this year.

"We needed to do something for this family – they've endured so much pain," said Eddie Williams, president Local 527-S, Atlanta.

Arbery was killed on the eve of his 26th birthday in the community of Satilla Shores, near Brunswick.

A video recorded by a third suspect – also white – emerged showing the attack and drawing national media attention.

Shortly after the video release, the Georgia Bureau of Investigation arrested Travis McMichael, 34, and his father, Gregory McMichael, 64, a former county police officer and investigator for the prosecutor's office.

Two weeks later, the man who took the video, William "Roddie" Bryan, 50, was also arrested. All three have been indicted on murder charges.

That's when Williams began working with the AFL-CIO and the Atlanta-North Georgia Labor Council to coordinate efforts.

"Numerous locals from various unions throughout Georgia, particularly from Atlanta, donated various amounts to the Arbery family," Williams said.

Protests followed the Arbery killing and other demonstrations around the nation decried recent incidents involving the death of black Americans at the hands of white police officers.

"How can this continue to happen, especially when there's a spotlight on this?" Williams asked. "It needs to stop – and stop now."



'PREPARATION' PAYS OFF WITH FIVE-YEAR DEAL AT EVERGREEN

Wearing face masks and observing social distance rules, GCC/IBT workers at Evergreen Packaging in Kalamazoo, Michigan, overcame coronavirus-related difficulties and sealed the deal on a five-year contract.



"The hardest part for me was wearing masks," said Chanta Jones, plant chief steward and Local 507-S president. "Facial expressions tell a lot when you're in contract negotiations."

Health concerns even affected the pace of contract talks, said Israel Castro, secretary-treasurer of District Council 3. "We had to take more breaks because of poor air circulation, and caucuses were difficult."

Contract highlights include a wage increase of 2.25 percent in each of the pact's five years, increases in the company contribution to the 401(k) plan, and reduced health insurance costs that are available after 30 days on the job instead of 90.

Much of the groundwork for talks was complete before the virus outbreak.

"I started holding meetings over contract articles in September 2019," said Jones, who is also recording secretary for DC3. "So by the time March came, we had met enough with the membership on what we wanted. We couldn't meet again until May because everything was closed. If I hadn't prepped early, I don't know how this would have come out."

By the time of a ratification vote, safety concerns demanded that members vote outside the building to assure social distancing. Castro conducted the balloting and had to yell instructions "because we were so spread out," Jones said.

Castro applauded Jones – and the negotiating committee – for hard work during difficult times. "In the midst of a pandemic, their leadership was vital to our success," he said.



NLRB JUDGE RULES WENDY MCCAW MUST PAY \$2 MILLION IN DAMAGES

Embattled Santa Barbara News-Press owner, Wendy McCaw, must pay more than \$2 million in compensatory damages – including more than \$100,000 to the GCC/IBT – for engaging in "flagrant" unfair labor practices over the past decade, an NLRB administrative law judge has ruled.

The 19-page decision by Judge Dickie Montemayor, issued Labor Day weekend, follows prior National Labor Relations Board rulings and states the exact amounts McCaw owes.

The hefty award will do nothing to compensate the original eight reporters who were unjustly fired in retaliation for joining the GCC/IBT in September 2006. Those employees won an NLRB case against McCaw but the decision was overturned by Republican-appointed judges on a federal appeals court in Washington, D.C.

The latest ruling demands that McCaw pay \$936,000 to "make employees whole" for her illegal practices of hiring nonunion temporary workers and freelancers; \$705,000 in back pay for two employees she illegally laid off or fired; \$222,000 for employees whose merit pay she illegally suspended in reaction to the union's election victory; and, \$111,000 to reimburse the union for bargaining expenses.

It is anticipated McCaw will appeal the decision, union lawyers say.

The original struggle began 14 years ago when newsroom employees claimed McCaw was implementing two standards of journalism: one for her celebrity friends and one for the rest of the world.

In an effort to stand up for journalistic integrity and workers' rights, the employees staged protests, led marches and launched a reader and advertiser boycott that was strongly supported throughout the community. Management responded by firing the protest leaders.

The high-profile fight made national headlines and resulted in a feature-length documentary shown across the country called "Citizen McCaw."

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.

Après quatre ans de Trump, les syndicats veulent Biden comme président

Par Zachary Dowdy
Collaboration spéciale au Communicator

Face à la perspective de quatre autres années de revers et de promesses non tenues pour les travailleurs, les grands syndicats – dont la CCG-FIT et les Teamsters, son partenaire – exhortent leurs membres à rejeter la surenchère rhétorique de Donald Trump en novembre et à élire Joe Biden, un ami des syndicats, comme prochain président des États-Unis.

En 2016, de nombreux syndiqués avaient lâché le parti démocratique – la candidate Hillary Clinton n'avait obtenu que la moitié des votes des ménages syndiqués remportés quatre ans plus tôt par Barack Obama – pour soutenir Trump, un promoteur immobilier flamboyant de Manhattan et une célébrité de la télé-réalité sans expérience politique mais qui ne cessait de marteler qu'il serait un allié des travailleurs américains.

Ça n'a pas été le cas, affirment les leaders syndicaux de partout au pays, qui notent que Trump a fait de nombreuses nominations proaffaires dans les agences fédérales, a ratifié une loi fiscale outrageusement favorable aux riches, a limité la portée de l'OSHA et a fait du Conseil national des relations du travail un instrument pour les entreprises.

Les bases du discours de Trump aux cols bleus – une économie florissante et la créa-

tion d'emplois – sont chancelantes, elles aussi, estiment les analystes.

Trump a beau dire qu'il a dynamisé l'économie comme jamais avant et qu'il va la remettre sur les rails après la pandémie de coronavirus, les experts font remarquer qu'il a hérité d'un robuste contexte post-récession laissé par le président Barack Obama et que la création d'emplois sous la présidence Trump est à la traîne des trois dernières années du mandat Obama par environ 1,5 million.

« Faute de faits, M. Trump a recours à des mensonges », a indiqué l'économiste Steven Rattner dans le New York Times.

Tout cela n'augure rien de bon pour les syndicats, estiment les leaders syndicaux.

« Donald Trump a eu quatre ans pour montrer qu'il se souciait des travailleurs et il a tout fichu en l'air », a écrit Kurt Freeman, président de la CCG-FIT, dans une chronique publiée en page 2 du Communicator.

Après avoir interviewé Biden et son colistier, le sénateur de Californie Kamala Harris, le président général de la FIT James Hoffa et le conseil général exécutif des Teamsters ont accordé leur soutien au camp démocrate et reconnu en Biden un allié de longue date du mouvement syndical.

« Joe Biden est un ami des Teamsters, a déclaré J. Hoffa. Depuis sa toute première élection au sénat et jusqu'à présent, le vice-président Biden a été du côté des travailleurs américains et il a soutenu leur droit à

s'organiser, leur quête de salaires équitables et leur besoin d'avoir une retraite sûre. »

Sous l'impulsion de K. Freeman et du secrétaire-trésorier et vice-président Steve Nobles, le conseil de la CCG-FIT n'a pas tardé à soutenir le tandem Biden-Harris, qu'il considère fiable, perspicace et tourné vers l'avenir.

« Biden et Harris sont connus pour parvenir à des compromis bipartisans et accomplir des choses, a déclaré K. Freeman. Ils comprennent que ce pays a été construit grâce à la classe moyenne et les Teamsters sont impatients de collaborer avec eux pour « reconstruire en mieux ».

Au niveau local, les leaders de la CCG-FIT ont salué l'équipe démocrate.

« Je crois que c'est le bon choix, a dit Melvin Prailow, président du conseil mixte des syndicats au Bureau d'impression du gouvernement et membre de la section locale 1-C de Washington, D.C. J'ai l'espoir que certaines des mesures antisyndicales prises par Trump puissent être annulées. »

Les groupes syndiqués d'un large éventail de secteurs soutiennent le camp démocrate et préviennent que Trump et son colistier Mike Pence, qui était un gouverneur de l'Indiana profondément conservateur avant de se joindre à l'équipe de Trump, vont continuer à rogner les intérêts des travailleurs syndiqués s'ils se voient accorder quatre années de plus.

Parmi les quelque trois dizaines d'organisations syndicales favorables au

camp démocrate figurent la FAT-CIO, le Service Employees International Union, les Communication Workers of America, les United Steel Workers, l'American Federation of State, County, and Municipal Employees, l'American Federation of Teachers et les United Farm Workers.

Selon les leaders, les promesses pro-travailleuses de Trump – qu'il continue de faire – sont démenties par l'échec de son administration à soutenir les lois sur la réforme des retraites et des initiatives comme la Protect the Right to Organize (PRO) Act que réclament les responsables syndicaux.

Les enjeux de chaque course à la présidence sont grands, estiment les leaders syndicaux, mais la perspective que Donald Trump soit réélu confère à l'élection de novembre une urgence sans précédent.

Pour Kurt Freeman, le choix à faire le 3 novembre ne fait aucun doute – et le président de la CCG-FIT a dit qu'il espère en est autant pour les membres syndiqués. « Soutenons un leader qui se soucie vraiment des travailleurs américains. Élisons Joe Biden. »

On ne saurait surestimer l'importance de cette élection, a dit K. Freeman. « Un grand moment approche. »

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

Basta con cuatro años de Trump: El sindicato apoya a Biden para Presidente

Por Zachary Dowdy
Especial para The Communicator

Ante la perspectiva de otros cuatro años de promesas rotas y pérdida de terreno en el mundo laboral, los sindicatos más importantes, entre ellos GCC/IBT y sus socios de los Teamsters, están pidiendo a sus miembros que rechacen la palabrería rimbombante de Donald Trump en noviembre y elijan a Joe Biden, amigo de los sindicatos, para el próximo presidente de Estados Unidos.

En 2016, muchos trabajadores sindicalizados abandonaron el Partido Demócrata, cuya candidata Hillary Clinton consiguió solo la mitad de los votos de los hogares de nuestros miembros que cuatro años antes había ganado Barack Obama, y apoyaron a Trump, un bombástico promotor inmobiliario de Manhattan y figura famosa de la telerrealidad, sin experiencia política pero que insistía firmemente en que sería un aliado del trabajador estadounidense.

No sucedió así, dicen los líderes sindicales de todo el país, que hacen observar que Trump llenó muchos cargos de las agencias federales con partidarios de las corporaciones nombrados por él, firmó una ley tributaria que favorecía extraordinariamente a los ricos, limitó el poder de la Administración de Salud y Seguridad Ocupacional (OSHA) y convirtió a la Junta Nacional de Relaciones Laborales en una herramienta corporativa.

La base de la promesa de Trump a

los obreros y trabajadores, que era una economía próspera y creación de empleo, también carece de solidez.

A pesar de que Trump presume de haber estimulado la economía como nunca en la historia y de que la recuperará en cuanto pase la pandemia del coronavirus, los expertos señalan que la heredó del Presidente Obama en pleno crecimiento tras la recesión, y que los empleos creados por Trump son aproximadamente 1 millón y medio menos que los añadidos en los tres últimos años de Obama.

«En ausencia de hechos, el Sr. Trump recurre a las mentiras», dijo el economista Steven Rattner en el diario New York Times.

En resumen, problemas para los trabajadores, dicen los líderes sindicales.

«Donald Trump ha tenido cuatro años para demostrar que le importaban los trabajadores, y los ha desaprovechado», dice Kurt Freeman, presidente de GCC/IBT, en una columna que aparece en la página 2 del Communicator.

Tras entrevistar a Biden y a su candidata para la vicepresidencia, la senadora Kamala Harris de California, el presidente general de IBT, James Hoffa, y la Junta General Ejecutiva de los Teamsters respaldaron la candidatura demócrata y aclamaron a Biden como viejo aliado de los trabajadores.

«Los Teamsters tienen un amigo en Joe Biden», dijo Hoffa. «Desde que fue elegido por primera vez para el senado hasta el presente, el vicepresidente Biden ha estado al lado de los trabajadores, apoyando su

derecho a organizarse, su deseo de recibir un salario justo y su necesidad de una jubilación segura.»

Bajo el liderazgo de Freeman y del secretario-tesorero y vicepresidente Steve Nobles, la junta de GCC/IBT se apresuró a apoyar también la candidatura Biden-Harris por su fiabilidad, su profunda preparación y su visión del futuro.

«Biden y Harris han demostrado que son capaces de trabajar sin partidismos y conseguir resultados», dijo Freeman. «Entienden que este país se construyó sobre los hombros de la clase media y los Teamsters esperan trabajar con ellos para «Reconstruir Mejor.»»

A nivel local, los líderes de GCC/IBT elogiaron al equipo demócrata.

«Creo que es la mejor opción, dijo Melvin Prailow, presidente del consejo conjunto de sindicatos de la Oficina de Publicaciones del Gobierno y miembro de la Local 1-C, Washington, D.C. «Tengo esperanza de que algunas de las medidas antisindicales adoptadas por Trump puedan revertirse.»

Diversos grupos laborales de una amplia variedad de sectores apoyan la candidatura demócrata y advierten que Trump y Mike Pence, su candidato para la vicepresidencia que antes de incorporarse al equipo de Trump era el profundamente conservador gobernador de Indiana, seguirán socavando los intereses laborales si se les dan cuatro años más.

Entre las casi tres docenas de orga-

nizaciones laborales favorables a la candidatura demócrata se encuentran AFL-CIO, Service Employees International Union, Communication Workers of America, United Steel Workers, American Federation of State, County and Municipal Employees, American Federation of Teachers y United Farm Workers.

Los líderes dicen que las promesas de Trump a los trabajadores, que continúa haciendo, están vacías ante el incumplimiento de su administración a la hora de apoyar la legislación de reforma de las pensiones e iniciativas como la Ley de Protección del Derecho a Organizarse (PRO) promovidas por los dirigentes sindicales.

En todas las elecciones presidenciales hay que considerar muchas cosas importantes, dicen los líderes sindicales, pero la perspectiva de que se reelija a Donald Trump hace más apremiante que nunca la contienda que tendrá lugar en noviembre.

Para Kurt Freeman, la decisión del 3 de noviembre está clara, y el presidente de GCC/IBT dijo que esperaba que lo estuviera también para la membresía. «Apoyemos a un líder a quien realmente le importen los trabajadores del país», dijo Freeman «Elijamos a Joe Biden.»

Es imposible exagerar la importancia de esta elección, dijo Freeman. «Se aproxima un momento decisivo.»

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

In Memoriam

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

Local	Date of Death	Local	Date of Death	Local	Date of Death	Local	Date of Death
Death Benefit Claims Paid March 2018				Death Benefit Claims Paid April 2018			
1B Susan K Sherman	02-12-18	72C Robert F Hall Jr	02-03-18	1B Mary A Baldrige	02-26-18	458M Ralph F Coletto	02-18-18
1B Marjorie E Swenson	01-21-18	77P Donald F Dufresne	12-20-17	1B Eleanore G Van	03-10-18	458M Arthur D Dunn	03-08-18
1C Edmund Rudolph Grzech	12-28-17	77P Robert J Pomeranka, Sr	02-14-18	1L Robert G Bell	12-02-17	458M Richard A Flaherty	02-24-18
1C James S Parisi	12-17-17	77P Mary L Treffner	02-15-18	1L Anthony Bilello	08-17-17	458M William J Grauf	02-06-18
1L Hildegard L Becker	02-14-18	100M Malcolm Crews	01-15-18	1L John B Campon Jr	06-17-17	458M William K Kusch Sr	10-05-17
1L Anthony C Caccamo	01-12-18	137C Alfred J Martin Jr	12-10-17	1L Arthur L Christy	11-19-17	458M Stanley S Lukaszewski	01-08-18
1L Hiag Chongoushian	02-08-18	235M Leslie E Lemmon Jr	10-06-17	1L Frank J Dimaio	01-26-18	458M Ronald E Mcandrew	02-28-18
1L Rafael A Rodriguez	01-18-18	264T Gerald R Piechocki	01-20-17	1L Dominga Millan-Sanchez	03-15-18	458M Gustave A Miller	02-23-18
1L Kenneth Romano	11-11-17	285M Doyle M Baynes	02-10-18	1L Evangelio Perez	01-26-18	458M Ronald T Nawracaj	03-31-18
1L Charles E Schrock	08-09-16	355T Carl T Strine	02-17-16	1L Karl W Strom, Sr	11-10-17	458M Robert A Ogren	03-03-18
2N Andrew C Anderson	01-22-18	388M Gregory E Gregaru	01-08-18	1M Noel Allen	11-09-17	458M Nunzio J Padovano	01-26-18
3N Alfred R Benjamin	02-05-18	458M Robert J Bahr	02-10-18	1M Robert E Dufour	04-11-18	458M Jerome M Pearlman	01-17-18
3N Louis S Gangi	12-08-17	458M William J Banovitz	01-25-18	1M Richard A Hinz	11-22-15	458M Irene M Ramirez	02-24-18
3N Richard P Murphy	01-12-18	458M Stanley B Budzinski	02-06-18	1M Richard G Holtz	10-27-17	458M James L Schurder, Sr	02-27-18
3N Rose E O'Brien	02-05-18	458M William J Costello, Sr	02-09-18	1M Richard W Holtz	10-27-17	458M Jerome M Pearlman	01-17-18
3N Clifford J Olds	01-31-18	458M Carl F Hammer	02-12-18	1M Terrance P Larson	01-17-18	458M James L Schurder, Sr	02-27-18
4C John J Gabel	04-12-15	458M Joyce C Hodge	11-29-17	1M Richard W Linnell	02-25-18	458M Lars-Birger Sponberg	02-25-18
4C Frederick W Miller, Jr	01-12-18	458M Louis J Kedziora, Jr	01-05-18	1M David F Moberg Jr	02-11-18	458M James J Tauber	02-07-18
8N Anthony M Lavery	09-02-17	458M Wilfredo Lozada, Jr	01-06-18	1M William E Nordness	03-30-18	458M Robert C Wisniewski	03-13-18
13N John W Click	12-26-17	458M Jerry R Mcelwee	01-25-18			503M Peter Dardaris	02-11-18
13N Robert W Feldman	02-04-18	458M Eugene E Miskiewicz	02-01-18			503M William F Marc	03-11-17
13N Henry F Rayburn	01-05-18	458M Roy G Neilson	01-13-18			503M John D Ostrowski	09-02-16
13N Robert J Stramsak	12-19-14	458M John H Schneider	01-22-18			508M James D Blankenship	06-15-16
14M William J Cusick	12-22-17	503M Bernard C Cubitt	11-18-17			508M William D Klappert	02-07-18
14M Ruby C Kenny	05-09-15	503M Ronald F Gross	12-12-17			508M William L Waddell	03-11-18
14M Joseph M Moke	10-22-17	503M Paul D Moore	01-13-18			508M Gerald A Warndorf	02-25-18
16C Vernon A Macom	01-22-18	503M Chester F Przybyla	07-18-17			518M Gerald L Elliott	03-02-18
16N John T Bloor	02-07-18	508M Mary Estelle Duncan	01-04-10			527S Thomas O Jones	02-22-18
17M Jerry G Lehman	01-13-18	518M Donald A Deopere	02-02-18			527S Jerry T Richardson	02-11-18
23N Allan L Benton	12-27-17	518M George R Gooch	01-25-18			543M James G Campbell	01-08-18
24M Ronald W Monper, Sr	02-04-18	518M Gary R Govi	01-26-18			543M Joseph S Kotulak	02-01-18
24M Harry W Oakes	08-02-17	518M Carolyn F Hengst	02-01-18			546M James T Byrd	03-28-18
24M Arthur J Schack, Jr	10-23-17	518M Richard L Reeves	03-23-16			546M Norman R Crabtree	03-21-18
38N Frank Gentile	01-14-18	527S Darby Johnson	10-04-13			546M Stephen W Frejofsky, Jr	02-18-18
		546M Richard H Damen	01-30-18			546M Loretta Jendrus	03-19-18
		546M Kenneth Kucharski	01-05-18			546M Raymond R Koenig, Sr	03-28-18
		546M Ester L Smith	04-08-17			546M Emanuel Margaritakis	02-07-18
						546M Kevin A Pruitt	01-26-18
						555M Richard Angell	03-07-18
						555M Lucette Belanger	02-16-18
						555M John A Burnett	01-05-18
						555M Wayne McQuinn	03-18-18
						555M Walter Wilson	02-08-18
						555S Dania A Homrich	12-31-16
						568M Martha E Nelson	03-25-18
						572T Mary L Kay	03-11-18
						575M Joseph L Newton	03-20-17
						577M James G Hauser	12-03-17
						577M Margaret E Kitzerow	12-25-17

Troubled Times and not the First

continued from page 5

pools. Finally Salk's vaccine ended the dread in 1955.

Early polio victims died when they could no longer breathe. Two Harvard academics rigged vacuum cleaners to compress air for the first iron lung, a tank encasing the body. Later, Danish engineers invented a small device pumping air by tube – prototype of modern ventilators used for covid-damaged lungs.

Ventilator polio wards evolved into general intensive care, saving countless lives ever since.

I never imagined saying: Thank you, polio!

Decades later, I became The New York Times' first full-time AIDS reporter, my most challenging assignment.

One memorable interview was with a top federal health official, Dr. Anthony Fauci. We talked as he walked to appointments in Brooklyn. My instant impression: I would trust him with my life - as now we all should.

I also met a charming toddler with shiny brown eyes, born on Christmas in Harlem Hospital - with AIDS. The hospital became his home, its staff his adoptive family. His case was secret except for a select circle.

An endearing child suffering with a gruesome disease, the boy met the future first lady, Barbara Bush, U.S. Surgeon General C. Everett Koop and the AIDS commission chairman, who told President Ronald Reagan about the Christmas AIDS baby.

I reported his story. And on what would have been his fourth birthday, I wrote his obituary, describing the funeral held by loving doctors and nurses, and noting that more infected babies were born every day, not just Christmas.



Bruce Lambert

As the early cases targeted gay men and needle drug abusers, I introduced the world to Alison Gertz. An N.Y.U. grad and aspiring artist who grew up on Park Avenue, she got AIDS in a one-time romance with a fellow at Studio 54.

She went public to warn women and heterosexuals. Her story shot around the world, inspiring an ABC-TV movie starring Molly Ringwald – prompting the most AIDS hotline calls in history. Eventually, I wrote her obituary. I sent condolences to her parents, and we still keep in touch.

I found the world's greatest concentration of AIDS, in the Manhattan Plaza tower, created for people in the arts. The building housed future stars like Larry David, Alicia Keyes, and Angela Lansbury. When I visited, AIDS had felled 74 residents, each remembered by a lobby bouquet. More followed.

I covered the funeral of Celeste Carrion, among the longest living children with AIDS, which killed both her parents. First Lady Nancy Reagan treated her to a White House tour. "Celeste always thought they would find a cure," her grandmother said. At nearly 13, this tender girl was buried in the rain, in a white coffin with two favorite teddy bears.

For a story on the jet "air bridge" linking AIDS epicenters in New York and San Juan, I went to Puerto Rico and tracked down Fernando, one of five adult siblings – all infected. Two had died; the other three were sick. Their parents, a policeman and school worker, were doomed to lose all their children.

Privately, I sat at the bedside of a friend's dying son. On the receiving line at his service, I sobbed in his mother's arms.

Today's coronavirus stories tear at all our hearts, and reporters too, with stories never to be forgotten.

Bruce Lambert is a former Newsday and New York Times reporter. At Newsday, he was a lead organizer in the successful 1973 drive to unionize editorial workers as members of Local 406-C, Long Island.

SUMMARY OF MATERIAL MODIFICATIONS CHANGES MADE TO THE BENEVOLENT TRUST FUND

The Graphic Communications Benevolent Trust Fund (BTF or Fund) provides a Death Benefit to Participants' Designated Beneficiaries. The current maximum Death Benefit payable by the BTF is \$3,250. Participants are entitled to a Death Benefit from the BTF if they are active contributors to the Fund at the time of their death and are members in good standing of their Local Union or if they have satisfied one of the criteria for being exempt from paying the contribution to the BTF. The current contribution for non-exempt BTF Participants is \$1.00 per month.

The BTF Plan document has been amended effective July 21, 2020, as follows:

Under existing Plan rules, Participants who meet the eligibility requirements set forth in the Plan document (and your Summary Plan Description) are exempt from paying contributions to the Fund. Participant who are totally and permanently disabled and who have qualified for Social Security Disability Insurance Benefits under Title II of the Federal Social Security Act or the Canadian equivalent or other Federal, State or Provincial disability provision are exempt. If such qualification is denied, a Participant will be exempt upon submission of medical opinions from

two doctors certifying that the Participant is permanently and totally disabled subject to review by the Board of Trustees.

The Plan has now been amended to provide that if the Board of Trustees deems that a Participant has good cause not to apply for Social Security Disability Insurance Benefits under Title II of the Federal Social Security Act or the Canadian equivalent or other Federal, State or Provincial disability provision, a Participant will be exempt upon submission of medical opinions from two doctors certifying that the Participant is permanently and totally disabled subject to review by the Board of Trustees.

This Notice is a Summary of Material Modifications made to the BTF Plan document. You should keep it with your BTF Summary Plan Description. As always, if you have questions about the changes to the Benevolent Trust Fund described above or any other questions, please call the BTF Office at (202) 508-6675 or email btf@gciu.org.

EPI Calls for Labor Law Reform

Americans think highly of unions – 64 percent approval, according to a Gallup poll – but only 10.3 percent of workers were protected by labor contracts last year.

“This disconnect is the result of decades of fierce opposition to unions and collective bargaining, with employers exploiting loopholes in outdated labor law to defeat workers’ organizing efforts, while corporate lobbyists have blocked attempts at reform,” said analysts at the Economic Policy Institute.

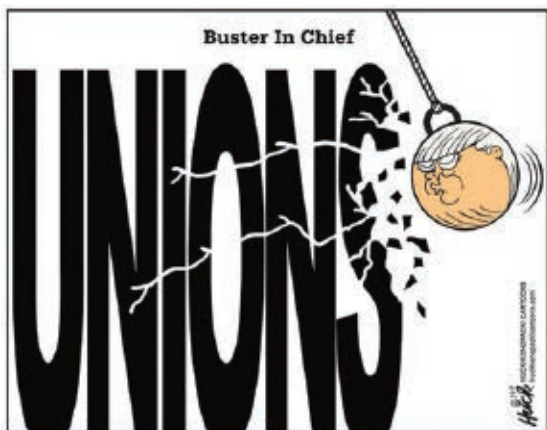
To counter labor opponents, EPI urges these reforms:

Employers who interfere with the organizing process should face significant sanctions.

No more stonewalling on first contracts. One study showed that 37 percent of newly formed private sector unions have no contract after two years. To avoid employer delays, there should be a mandatory mediation and arbitration process.

Right-to-work laws – enacted in 28 states – “have contributed to a reduction in union membership and are associated with a decline in wages and benefits for union and nonunion workers alike,” EPI says. The National Labor Relations Act should be amended so that states cannot impose right-to-work legislation which really means “right to work for less.”

Workers cannot be fired for taking part in a strike. But, EPI notes, they can be “permanently replaced.” Companies should be prohibited from replacing striking workers, including those engaged in “secondary strikes” or protest actions intended to support workers who, as a last resort, have walked off the job.



ADVOCATES FOR JUSTICE VIA GOOGLE IMAGES



In This Game, Only Workers Win

Forget Monopoly. Let's STRIKE!

In a joint effort, the socially conscious publisher, TESA Collective, and labor rights group, Jobs With Justice, have created “STRIKE! The Game of Worker Rebellion.”

Players must block a takeover by the evil conglomerate, HappyCorp, which seeks to smother dissent in “Mercury City,” end the minimum wage, slash public services and ban unions.

“...do you have what it takes to lead the worker rebellion?” game creators ask.

STRIKE! – colorful and impressively illustrated – is for 2-4 players and costs \$39. For information go to <https://store.tesacollective.com/games-1/>. HappyCorp won't be laughing much longer.

Tribune Shuts Down Newsrooms

The New York Daily News once was the largest circulation paper in the nation. Now it is on a list of five publications owned by Tribune Publishing Company that may no longer have a newsroom.

Tribune also is shuttering offices of the Orlando Sentinel, The Morning Call of Allentown, Pennsylvania, and The Capital Gazette and Carroll County Times, both in Maryland, at least until January, 2021, according to the Associated Press.

The AP said staff members would continue to work from home as they have during the coronavirus crisis.

“As we progress through the pandemic and as needs change, we will reconsider our need for physical offices,” a company representative told the AP in an email. “We will keep employees informed of decisions as they are made.”

In the case of the Daily News, Tribune intends to abandon permanently the paper's offices in Lower Manhattan but may seek other quarters at some point, according to a story in the New York Times.

Toni Martinez, a Trib human resources officer, said in an email reviewed by the Times: “We have determined that we do not need to reopen this office in order to maintain our current operations.”

Though homeless, the News will continue to publish, according to the Times.



Writers Guild Organizes Hearst

In what organizers called an “historic win,” staff members at Hearst Magazines voted overwhelming to join Writers Guild of America, East – another sign that news industry workers are seeking union protection in a time of economic uncertainty and media upheaval.

Writers Guild officials said the new unit would include 500 editorial, video, design, photo, and social staff members who work at 28 print and digital publications

Among the properties are some of most iconic in the trade.

Employees who voted 241-83 for union representation produce Car and Driver, Cosmopolitan, Country Living, ELLE, Esquire, Good Housekeeping, Harper's Bazaar, House Beautiful, Popular Mechanics, Seventeen, Woman's Day, and other high profile Hearst publications.

“Hearst is not just about a storied brand; it's about the hard work of the people who are involved with writing, editing, and producing the stories that educate and inspire and delight readers and viewers,” said Lowell Peterson, WGAE executive director, in a statement.

CNN Business reported that Hearst staffers unionized to “improve transparency, diversity in hiring and leadership, compensation and editorial standards.”

In recent years, CNN Business noted, there has been a “new wave” of unionizing at premier media outlets including NBC News, the New Yorker magazine, BuzzFeed News, and Sports Illustrated.

“We're thrilled to see so many months of hard work pay off and are eager to start bargaining our first union contract,” WGAE members at Hearst said, according to CNN Business.

The Writers Guild of America, East (AFL-CIO), represents nearly 7,000 workers in the film, television, news and new media industries, including editorial staff members at ABC News, CBS News, Fox 5 WNYW-TV, VICE and Vox Media.

Hazard Continues, but Not the Pay

Remember when companies were handing out “hazard pay” to essential workers – store clerks and retail employees – as a sign of appreciation for showing up in the middle of a health crisis?

Didn't last long.

CNN reports that many big employers like Kroger and Big Lots are buying back company shares to boost stock prices while at the same time ending the small amount of supplementary pay – maybe \$2-an-hour – briefly provided low-wage workers.

Even a global pandemic does not halt front office greed, critics said.

“Asking these workers to put their lives on the line every day, working without hazard pay, while shareholders continue to benefit from stock buybacks, is just wrong,” Marc Perrone, president of the United Food and Commercial Workers, said in a statement to CNN.



Stay Connected



We are relying on our devices more than ever.

Now is the time to save on the monthly service charge for qualified wireless plans, take advantage of additional savings on eligible accessories, and get the activation fee waived on select devices for new lines of service.

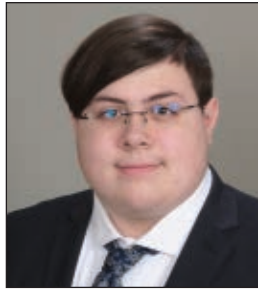
Discover more **exclusive wireless savings** for union members at unionplus.org/att.

Learn more
at unionplus.org





Dora Bell



Raymond Chitswara



Owen Flanigan



Rylan Greene



Zachary Kroesen



Anne Ruperto



Grace Tyrrell

Nothing Stops This Devoted Group of Hoffa Scholars – Virus Epidemic, Included

These are tough days for students contending with classwork and the coronavirus, but seven young people from GCC/IBT families are moving ahead undaunted – with help from the James P. Hoffa Memorial Scholarship Fund.

One intrepid recipient, **Rylan Greene**, even kept pursuing studies – by remote – while quarantining after his roommate at the University of Tennessee, Knoxville tested positive for covid-19.

It's the kind of dedication Rylan showed at Volunteer High School near his home in Rogersville, Tennessee – Rylan was valedictorian – and vows to continue one day as a family practice physician.

"I don't want to wake up in the morning with a corporate job," said Rylan, 18, son of Waylon Greene, Local 197-M, Chattanooga. "I want to help people."

Rylan is grateful for the \$1,000 Hoffa "Bootstrap" award. "Tremendous honor," he said.

Other winners:

Dora Bell, 18, daughter of Michael Bell, Local 6505-M, St. Louis, says her \$2,000 award in the vocational-technical category helped buy books and a much-needed laptop for classes at East Central College in Union, Missouri.

With a love of theater, Dora appeared in plays at St. Clair (Missouri) High School and was a member of the drama club. She now serves as stage manager for a college theater group performing outdoors.

Dora, a member of the National Honor Society and captain of the high school scholar quiz team, is aiming for an associate's degree in public relations.

Appreciative of the Hoffa award, Dora said she also was grateful for protections guaranteed by her father's union contract. Dora contended with peanut allergies since childhood but gained relief through an oral therapy program covered by what she called "great health insurance."

Raymond Chitswara loves computers – he built his own – and hopes for a career as a software engineer. "I took to it when I was young," says Ray, 18, whose father, Raymond, is a member of Local 735-S, Hazleton, Pennsylvania.

At Crestwood High School, Ray was in the computer club and French club, and still found time to earn his Eagle Scout rank as a member of the Boy Scouts.

Ray's freshman classes at Pennsylvania State University are a mix of remote and on-site sessions. He is particularly careful because his Dad struggled with a bout of covid-19 during the summer and was out of work as an Amcor press operator for more than two weeks.

Attending college is an honor and great opportunity, says Ray, and the \$1,000 Hoffa award is most welcome. For him, learning is pure pleasure. "The pursuit of knowledge is one of the greatest things humanity can strive for."

Owen Flanigan, 18, attends Northern Kentucky University and says the \$1,000 Hoffa award shows the value of union membership and the IBT's commitment to young people.

"Thank you for allowing me this opportunity to afford college and pursue my dreams," said Owen, whose father, Michael is a member of Local 508-M, Cincinnati.

At Newport Central Catholic High School in Newport, Kentucky, Owen was a member of the yearbook committee, National Honor Society and baseball team.

He has not chosen a college major yet but enjoys mathematics and sports and is considering work in the field of analytics. Owen says he is grateful for the advantages his family enjoys because of his Dad's union membership. "Awesome," he said.

Zachary Kroesen has been programming computers since he was 11 and wants to take his skills "to the professional level" with the help of a \$1,000 Hoffa award. "This scholarship will help me pay the very expensive college tuition," says Zachary, 18, son of Early Kroesen, a member of Local 503-M, Rochester, New York.

At Rush-Henrietta Senior High School, Zachary served as stage manager for musicals and plays, traveled to London with the Rush-Henrietta Singers and was inducted into the Henrietta Youth Hall of Fame in recognition of his community service work. One volunteer job: Zachary set up a livestreaming system at Calvary Community Church to allow remote worshiping.

As a freshman at Rochester Institute of Technology, Zachary is heading toward a future in software engineering. "Maybe at Google or Microsoft," he said, "Maybe even becoming a project manager."

Anne Ruperto, 18, winner of a \$10,000 Hoffa scholarship, piled up such a long list of activities and accomplishments at The Bolles School, a private institution in Jacksonville, Florida, that you hope she has time to sleep.

A small sampling: National Merit Scholar, National Advanced Placement Scholar, gold medals in the National Latin and Spanish Exams, highest honors in the National Mythology Exam, qualifier for the U.S. National Chemistry Olympiad National Exam. Meanwhile, Anne was the only girl on a boys' ice hockey travel team that finished third in state championships.

Anne is the granddaughter of Salvatore Faro, a retired member of Local 1-L, New York, who remains a profound influence. "My Pop-Pop is amazing and always taught me the value of hard work and why it's worth it to spend so much time on education."

After seeking internship and research opportunities during a gap year, Anne will attend Harvard University and expects to major in physics and classical studies.

Grace Tyrrell, 18, daughter of Joie Tyrrell, a member of Local 406-C and reporter at Newsday, is an urban studies major at the State University of New York at Albany with a deep commitment to social action, environmental awareness and civil rights.

"I just think it's really important for us – everybody – to be treated equally," said Grace, winner of a \$1,000 award.

At Huntington High School, Grace was a member of the marching band, performed in music and art programs, participated in the American Cancer Society's Relay for Life, earned recognition as a documentary filmmaker and was inducted into the National Honor Society.

Her mother, who covers Long Island schools for Newsday, said Grace has always been a "focused" and resourceful student. "We are incredibly proud of her and incredibly thankful for this scholarship," she said.

NOTICE ON WORKER OBJECTIONS TO AGENCY FEES

Annual notice is hereby given of the policy on worker objections to agency fees which has been adopted by the General Board in response to the United States Supreme Court's 1988 decision in Beck v. CWA. The policy sets forth a formal procedure by which an agency fee payer may file an objection to the payment of that portion of his or her dues which is attributable to expenditures for activities which are not germane to collective bargaining. The policy applies only to agency fee payers who work in the United States. The policy applies to the Conference, district councils, and local unions.

Agency fee payers (also referred to as "financial core members") are those individuals covered by a union security agreement who meet their financial obligations by paying all dues, fees, and assessments, but elect not to become or remain actual members of the union. Agency fee payers may not exercise the rights of membership such as running for union office, electing union officers, ratifying contracts, and voting on strikes. They may be eligible to receive strike benefits if they are participants in the Emergency and Special Defense Fund, but they are not eligible to receive benefits from the Graphic Communications Benevolent Trust Fund whose benefits are for members only.

The policy adopted by the General Board includes the following elements:

1. The agency fee payable by objectors will be based on the expenditures of the Conference, district councils, or local unions for those activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of the employees it represents. Among these "chargeable" expenditures are those for negotiating with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussing work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies, or informal meetings, and union administration. Based upon an independent audit by the Conference's auditors, it has been determined that eighty-three and eighteen hundredths percent of the Conference's expenditures for the year ending December 31, 2019 were for such activities. Because at least as great a proportion of district council and local union total expenditures are spent on "chargeable" activities as are spent by the

Conference, in calculating the amount of local union dues to be paid by objectors, district councils and local unions may exercise the option of presuming that the Conference's percentage of chargeable activities applies to the district council or local union also. Alternatively, district councils or local unions may calculate their own percentage of chargeable activities.

2. Objectors will be given an explanation of the basis for the fee charged to them. That explanation will include a more detailed list of categories of expenditures deemed to be "chargeable" and those deemed to be "nonchargeable" and the accountants' report showing the Conference's expenditures on which the fee is based. Objectors will have the option of appealing the union's calculation of the fee, and a portion of the objector's fee shall be held in escrow while he or she pursues that appeal. Details on the method of making such a challenge and the rights accorded to those who do so will be provided to objectors with the explanation of the fees calculation.

3. Objections for the year 2021 must be filed on or before December 31, 2020 for current agency fee payers unless a prior objection was filed on a continuing basis. Timely objections are for one year and will expire on December 31, 2021 unless they are filed on a continuing basis. Objections filed on a continuing basis will be honored until they are revoked. If an employee is not an agency fee payer, the employee must assume non-member status and file an objection to be eligible for a reduction of dues for the period beginning with the timely receipt of the objection. New employees who wish to object must not obtain member status and must file an objection within thirty days of first receiving notice of this policy for a reduction of dues for the period beginning with receipt of a timely objection.

Objections should be sent to the attention of the Agency Fee Administrator, Office of the Secretary-Treasurer, Graphic Communications Conference/IBT, 25 Louisiana Avenue NW, Washington, DC 20001. The objection should be signed and contain the objector's current home address, place of employment, and district council and/or local union number. Copies of the full text of the procedures for worker objections to agency fees are available upon request from the Agency Fee Administrator.