

Graphic Communicator



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Harris-Biden Win Was Front Page News at Home and Around World



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TOP STORY

Biden-Harris Have Bold Union Agenda But Must Find Way To Achieve Results

Our next
PRESIDENT
and
VICE PRESIDENT
OF THE UNITED STATES



TEAMSTERS JOINT COUNCIL 43 VIA GOOGLE IMAGES

By Fred Bruning
Graphic Communicator

LABOR LEADERS GAVE JOE BIDEN THEIR SUPPORT.

What will Biden do for labor?

During the 2020 presidential campaign, Biden and his running mate, California senator Kamala Harris, offered a robust union agenda aimed at protecting the right to organize and halting the abuse of corporate power.

"Biden is proposing a plan to grow a stronger, more inclusive middle class – the backbone of the American economy – by strengthening public and private sector unions and helping all workers bargain successfully for what they deserve," the campaign promised.

There was no shortage of specifics

Biden, who will be sworn in as U.S. president on Jan. 20, promised to challenge employers


who misclassify employees and block federal funds for companies that engage in "union-busting" activities. His administration will work for passage of the Protect the Right to Organize (PRO) act, Biden said, stop employers from stalling on first-time contracts and return the National Labor Relations Board to an agency that protects workers, not big business.

That's just the short list. Now comes the hard part – putting promises into policy.

GCC/IBT and Teamster leaders, who, like most major union officials, backed Biden-Harris enthusiastically and urged rank-and-file members not to again be misled by the bogus, pro-worker promises of Donald Trump, said they knew Biden faced tough battles but saw him as a stalwart ally.

"He understands organized labor helped him get elected and he will have our backs," said GCC/IBT president Kurt Freeman. "It's good to know there will be a leader in the White House working people need and deserve."

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Covid Hits Union Ranks But Help on Way

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Wary Union Voters Not 'Fooled Twice'

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ELECTION

★ ★ ★

WHERE I STAND

KURT FREEMAN GCC/IBT PRESIDENT

After Trump, a Relief To Have as President Partner We Can Trust

HAPPY NEW YEAR – I HOPE.

The nation – and its working people – went through a lot in 2020.

A pandemic robbed lives and killed jobs. Tensions related to equal rights spilled into the streets. A bitterly contested election ended with Joe Biden the victor and Donald Trump refusing to acknowledge the outcome.

Despite it all, we start 2021 with reason for optimism.

A covid vaccine is on the way. An honest conversation about racial reconciliation is taking place. And Joe Biden will make a difference – count on it.

Biden is a pro – steady, reliable, decent.

He served six terms as U.S. senator from Delaware and as Barack Obama's vice-president. Biden comes from the working class and never forgot his roots. His pro-labor economic policy is geared toward the 99 percent – not the wealthy upper crust – and, unlike Trump, Biden will be a credible leader in confronting covid-19.

Science, not politics, will dictate policy.



What a relief.

So, yes, Donald Trump is out. He lost the election – and we won.

When I say “we,” I don't mean just the millions of Biden-Harris supporters who rejoiced at the election outcome, nor the hard-working GCC/IBT volunteers who helped get out the vote.

I am referring to the constituency I care about so deeply – members of the GCC/IBT, our Teamster colleagues and the labor movement at large.

Joe Biden has our back.

He has promised to check corporate power, encourage collective bargaining, support the much-needed Protect the Right to Organize (PRO) Act and assure workplace protections urgently needed during a national health crisis.

And, of utmost importance, Biden is certain to revamp the National Labor Relations Board – a disaster under Trump.



Though he masqueraded as a friend of working people, Trump back-stabbed union members by stacking the board with pro-business types and installing a fierce anti-labor attorney as general counsel.

The result amounted to a “full-scale attack on workers' rights to organize unions and collectively bargain,” said a report by the House Committee on Education and Labor. GCC/IBT attorney Peter Leff added that the NLRB “has been on a fanatical mission under the Trump administration to destroy unions in America in order to serve the interests of big business.” (See story Page 10).

Despite his dismal labor record, Trump won plenty of support from rank-and-file union members. Labor leaders endorsed the Democratic ticket but members often went their own way.

The GCC/IBT and the Teamsters backed Biden and his running mate, Kamala Harris, but I'm not kidding myself. No doubt many of our members marked their ballots for Trump.

“We haven't moved the needle here,” Mike Knisley, an Ohio labor leader told the news site Politico. Half his members probably would vote to reelect Trump despite the President's sorry anti-worker record, Knisley said. “It doesn't make a difference.”

But, really, it does make a difference. Undercutting organized labor is a sure way to put workers at risk, depress the economy and kill the middle class.

Joe Biden is a president we can trust. I'm hoping that union members who voted for Trump will show Biden respect and give him a chance to succeed.

“Reward work over wealth,” Biden declared during the campaign. When did Donald Trump say anything like that? ■

OUTLOOK

JAMES P. HOFFA TEAMSTERS GENERAL PRESIDENT

Teamsters' Hard Work Paid Off on Election Day

FOR MORE THAN 18 MONTHS, THE Teamsters worked hard to get a pro-worker president elected. So the union was delighted when Joe Biden emerged victorious in November and looks forward to his swearing in as the 46th president this month.

Campaign work is anything but glamorous. In fact, it can be downright boring. It takes the dedicated work of Teamsters members who reached out to their fellow trade unionists to educate them on the issues as well encourage them to vote during this pandemic.

Nationwide, some 150 political field organizers, as well as other Teamster volunteers and staff, made 340,000 phone calls and sent 1.2 million text messages. The union also sent out 1.3 million pieces of mail and reached more than 350,000 members via digital advertising.

The result of all that effort is the election of Biden as president,



a man who was the voice of unions in the Obama administration, spoke at the Teamsters' 2011 convention, and created and led the Middle Class Task Force during his time as vice president.

Vice President-elect Kamala Harris is also a strong ally for this union. She was a well-known champion of California Teamster members during her time as that state's attorney general, and she aggressively prosecuted wage theft by companies who misclassify workers in the Golden State as independent contractors.

In the final days of the campaign, Biden made it clear in a video addressing the membership that he would have the Teamsters' back on key issues.

“It's long past time the government went to work for you as hard as you have been working for us,” he said. “It is not enough to praise you – we need to protect you, pay you, make sure your pensions are square. Wall Street didn't build this country, the middle class built this country. And unions built the middle class.”

The Teamsters look forward to partnering with the Biden-Harris administration to build a better America that works for workers. ■



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High Hopes as a Labor Ally Arrives in White House

ON JAN. 20, JOE BIDEN, A WORKING CLASS GUY FROM Scranton, Pennsylvania, will become president of the United States.

His predecessor, Donald Trump, a self-dealing Manhattan billionaire, will leave the White House after making an historic fuss with claims he “won” despite Biden’s 7 million-vote advantage in popular balloting and 306-232 victory in the Electoral College.



As our Election 2020 coverage makes clear (Page 1; Pages 8-10), the success of Biden and his running mate, California senator Kamala Harris, may have infuriated Trump but it should give union people reason to cheer.



Though posing as a friend of working people, Trump consistently listened to big business and right-wing hardliners when nominating federal judges, making cabinet appointments and adopting policy positions. An editorial on Page 6 notes that Trump undercut OSHA, hobbled the National Labor Relations Board and favored a national right-to-work law – and that’s the short list.

Biden, a loyal Amtrak commuter when he was in the U.S. Senate (cartoon, Page 9), will get the country back on the rails.

During more than 40 years of public service, Biden has proven a stalwart friend of unions and is advancing a robust labor agenda that includes rejuvenating the NLRB (Page 10) and supporting the vital Protect the Right to Organize (PRO) Act (Page 9).

“He’s been on the side of workers his whole career,” Israel Castro, DC3 secretary-treasurer and principal officer, told reporter Zack Dowdy for a Page 8 rundown on GCC/IBT response to the election results.

Without question, Biden deserved union support on Election Day, said Ralph Meers, Local 527-S, Atlanta, secretary-treasurer, who worked to rally votes for Biden with 527-S president Eddie Williams. “We were telling members, you’ve got to vote for change,” Meers said in a story by Dawn Hobbs on Page 10.

While Americans contended with Trump’s post-election chaos, covid-19 numbers surged. A horrific number of daily deaths and illnesses were recorded between Thanksgiving and Christmas threatening to overload the health care system.

Wendy Tedeschi, a Long Island emergency room nurse and daughter-in-law of GCC/IBT president emeritus George Tedeschi, takes us behind hospital front lines in a moving Guest Spot column on Page 7. “I have watched more people die since March than in my 30-year career as a nurse,” she writes. “I have wept and fought exhaustion. Like everyone else, I have carried on.”

At year’s end, a vaccine brought hope but, with the pandemic still spreading, GCC/IBT officials continued monitoring workplace safety and serving members in unique fashion – including a second organizing seminar for GCC local leaders via Zoom video conferencing. (Local Stops, Page 11).

In a covid update on Page 4, reporter Hobbs finds that there have been illnesses in GCC ranks – general board member Marty Hallberg recovering from the virus – and a spike in deaths among union retirees. “We are living through very difficult circumstances right now,” said Pat LoPresti, president of Local 1-L, New York.

Still, union leaders maintained a sense of optimism. An incompetent, anti-worker president has been pushed out of the White House by a long-time labor ally. Brilliant scientists – and courageous health care workers – are determined to beat the virus before the year is out.

Our job? Keep the faith. And, as nurse Wendy Tedeschi says, carry on. ■

COMMENTARY JIM HIGHTOWER

Super-Rich Rake in the Bucks Even During the Covid Crisis

Let’s say you’re a millionaire. That’s a lot of money, right? Now let’s say you’re a billionaire. That’s a lot more money! But how much more?

Think of all those dollars as seconds on a clock. A million seconds would total 11 days – a nice stash to have in the bank of time. But how much time does a billion seconds buy you? Nearly 32 years. Rich is nice, but billionaire-rich is over the moon.

So, no doubt you were as thrilled as I was to learn that, despite the global covid-19 pandemic and the economic crash it’s causing, the wealth of billionaires is zooming out of this world.

There are nearly 2,200 of these super-rich dudes, and last summer – in the midst of raging disease and mass business closures – a bank survey found that the wealth stashed away by these elites hit a new record, averaging more than \$4 billion each.

Indeed, since 2018, on average they’ve pocketed an extra half-billion bucks! How’s that measure up to your take home the past couple of years?

Bear in mind that these fortunate few did nothing to earn this haul. They didn’t work harder or create some new breakthrough product to benefit humankind. They just sat back and let their money make money for them.

Greed is growth industry even in college athletics. As a Texas high schooler many moons ago, I was the 115-pound outside linebacker on the Denison “Yellow Jackets” football team. We won very few games, but we



had spirit and some fun. Our coach tried to instill a bit of the sporting ethic in us: “Win or lose, give it your best.” “There is no ‘I’ in Team;” “Cheaters never win.” Stuff like that.

So laugh at my naivete but I’m somewhere between sad and disgusted that the self-centered corporate ethic is becoming the guiding spirit of even amateur games.

The decline is most prevalent in big-time college football programs, where athletic directors and coaches draw absurd paychecks while workers – the actual athletes – are paid nothing and regularly face crippling, even life-threatening injuries.

Then came the pandemic. Luckily, the old school spirit kicked in and some highly-paid college football coaches voluntarily accepted pay cuts of 15-20 percent.



Only, it was a scam.

Their “cuts” only applied to the chiefs’ base salaries, not to the full compensation they actually get. One coach in the South, for example, draws \$750,000 in base pay but his full paycheck is \$3.5 million a year. So, his ballyhooed 20 percent cut is really only 3 percent – he’s still banking nearly \$3.4 million last year.

But wait, the scam gets worse. The supposed cuts actually are just deferments in pay. A top coach in Texas hauls in some \$6 million a year but he was glorified last year for accepting a 15 percent reduction in his much smaller base salary. In agreeing to take even that cut, he made the university promise to give that same sum back to him within three years.

Some philanthropists, huh? And what a model of sporting character they are, teaching young people: That it’s not how you play the game that counts, but whether you win or lose. ■

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.

Covid-19 Hits GCC Ranks as Official Press Effort to Protect Union Members

By Dawn Hobbs
Special to the Communicator

As the country spiraled into the darkest days of the pandemic through late fall, GCC/IBT leaders – steadfast in their vigilance – worked to protect members on the shop floor while expressing optimism that a vaccine, and new team in the White House, will help the nation recover from the worst health crisis in 100 years.

Among other moves, GCC/IBT president Kurt Freeman asked the Centers for Disease Control vaccine advisory committee to consider GCC members “essential workers” and prioritize them for inoculations.

Freeman said members are “critically engaged” in a variety of vital print industry roles – from medical packaging to government communications – and their health must be assured to “avoid any supply chain delays.”

For the nation and the GCC, it was a rough ride through the end of 2020. Shops closed, unemployment rose, members got sick, several were hospitalized and some, sadly, died.

Although a definitive count is not possible, covid illness and death within the union reflect the national trend, leaders say, with the East and West Coast shops at first suffering most. During the fall and into early winter, Midwest locals appeared particularly hard hit.

DC3 is an example. In the first three months of the pandemic, 10 covid cases were reported among members. By late fall, the number had reached 80 in a six-week period.

At City Printing in Youngstown, Ohio, one member, Jeffrey Furr, is believed to have contracted the virus at the plant. A well-respected journeyman and member of Local 508-M for 18 years, Furr was hospitalized in mid-November and died 10 days later.

Israel Castro, secretary-treasurer of District Council 3, said management did not take adequate steps to protect workers.

“The owners didn’t want to shut down after covid started going through the plant,” Castro

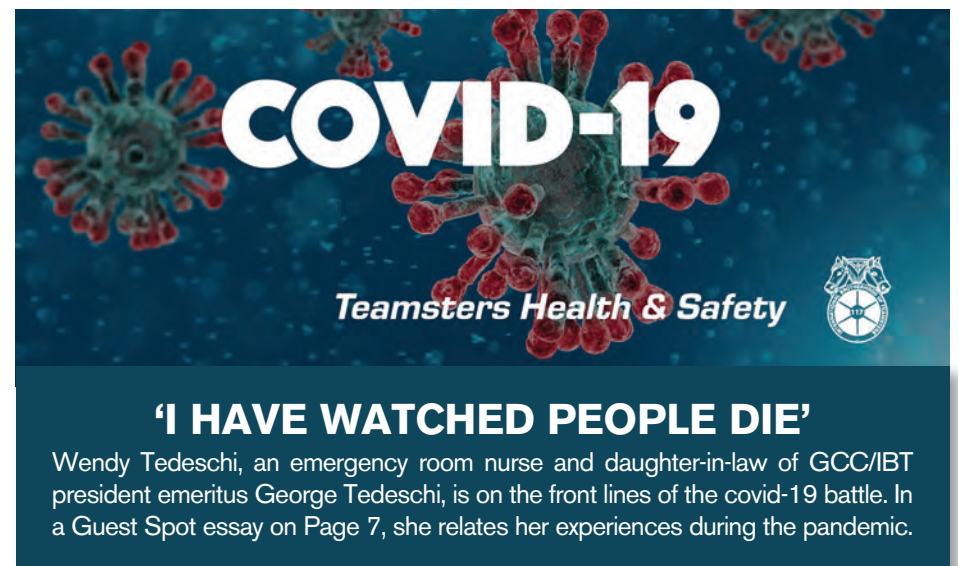
CONFERENCES PLANNED – BUT ONLY IF SAFE

Despite the chaos covid caused for GCC/IBT conference planning, leaders say all conferences – and the union’s Las Vegas convention held every five years – are currently scheduled for 2021.

The North American Newspaper Conference – the union’s largest – usually does not hold a meeting in the year of the GCC/IBT Convention but is breaking with tradition because covid caused cancellation of the group’s 2020 session. “We did not want to wait until 2022 to meet again,” said NANC president Joe Inemer.

Here are conference dates. All are contingent on public health requirements.

- **Midwestern Conference:** Chicago, Illinois – April 9-10
- **Eastern Conference:** Atlantic City, New Jersey – April 25-27, 2021
- **GCC/IBT Convention:** Las Vegas, Nevada – June 17-19
- **North American Newspaper Conf.:** Scottsdale, Arizona – Sept. 19-22
- **Specialty Conference:** Atlanta, Georgia – Dates to be announced



said. “We had to keep fighting them to do the right thing and threaten to call OSHA. It was a bad situation.”

In Wisconsin, where the state Supreme Court struck down the governor’s stay-at-home-order, cases also spiked in the fall.

Daniel Hauser, of Local 577-M, Milwaukee-Madison, became infected outside work in mid-November and died shortly after. A 38-year member, Hauser was a bookbinder and trainer at Arandell Corp.

“He was a great union member and all round good guy who was there to help his fellow workers,” said Perry Kettner, secretary-treasurer DC1 and 577-M.

Marty Hallberg, GCC/IBT general board member and DC1 president, was also struck with covid in November, but was expected to recover.

In New York, the viral onslaught is thought to be responsible for a stark increase in deaths among Local 1-L retirees. Leaders believe well over 100 have died of covid-related causes.

“It’s way more deaths than we’ve ever seen,” said Pat LoPresti, Local 1-L president, whose staff has received numerous calls from widows of retirees confirming their husbands had died after becoming infected. “We are living through very difficult circumstances right now,” LoPresti said.

Leaders say their hearts go out to the many union families who have suffered illness and the unfortunate loss of life. Their loved ones will forever be remembered, they say.

“A great many of our members are classified as essential employees and they have continued to work through this pandemic to help keep the public’s needs met,” said Steve Nobles, GCC/IBT secretary-treasurer/vice president. “These members are true working class heroes.”

Nobles is hopeful that, as essential workers, members will be included in the first rounds of vaccine distribution: “Their health and safety is paramount to us.” ■

Mike Huggins is Retiring: ‘Outstanding’ Union Professional

Garry Foreman knows talent when he sees it.

As president of what then was Local 126-C, Muncie, Indiana, Foreman ran training sessions in the 1970s. A young fellow, Mike Huggins attended one, and then another.

“He got attracted to union work at that first seminar,” said Foreman, now president of Local 17-M, Indianapolis. “He wanted to learn and I could see that. His dedication never stopped.”

Huggins attended every meeting he could, volunteered for committees and helped on the annual Christmas food drive.

He rose through the ranks to become secretary-treasurer of 126-C, and, when the local merged with 17-M in 1988, served as business agent and organizer.

In 1995, Huggins was elected 17-M president. Eight years later, George Tedeschi, then president of the GCIU, tapped him as an organizer, and, in 2005, promoted Huggins to international representative of the newly formed GCC/IBT.

“He was an activist, good labor leader, a real street smart person,” said Tedeschi, now GCC/IBT president emeritus. “I had confidence in Mike.”

After nearly 45 years of what Tedeschi called “outstanding” union service, Mike Huggins, 63, is retiring.

“He will be greatly missed,” said international representative Phil Roberts. “Working with him was a true honor.”

Known for his dedication to members and steady approach to problem solving, Huggins said he “couldn’t imagine working anywhere else” than in the realm of organized labor. “It has been an absolute pleasure.”

Huggins said he was guided by early labor activists who, in the 1930s and 40s, “gave their



After a half-century of union service, Mike Huggins says he wants to relax, do some fishing and spend more time with his wife, Natalie.

lives in order for workers to have a 40-hour workweek, vacations, health insurance along with a contract binding on both parties.”

The work was compelling and important, he said. “How could you not be dedicated to helping people to be treated fairly and have decent working conditions?”

He mentioned a favorite quote from the 1981 book, “Arguments for Democracy,” by British politician and author Tony Benn. “For those without personal wealth or political authority a trade union card and a ballot paper are the only two routes to political power.”

Colleagues hailed Huggins’ unfailing devotion to the “union card” – the cause of organized labor.

“Mike Huggins is absolutely a first class individual,” said international representative Nick Caruso. “His dedication and commitment to fight for the rights of workers is second to none.”

Caruso said Huggins excelled at the bargaining table where his reputation for integrity and fair play earned respect from labor and management.

In every situation, added Phil Roberts, Huggins was a resourceful “problem-solver” skilled at developing “good working relationships” with labor and management.

Garry Foreman knew from the start Huggins was headed for success.

Even as a young man, Huggins showed the determination and resiliency union work demands. “I’ve been proud of him as one of my guys,” Foreman said.

What happens next?

Huggins, who lives in Albany, Indiana, said he’ll be able to spend more time with his wife, Natalie. He’ll chop firewood, and when the weather warms, get in some fishing and play golf with sons Nick and Chris.

No major plans, Huggins said. “I just look forward to being retired.” ■

Biden-Harris Big News Around World

Newspapers around the nation and worldwide noted the victory of Joe Biden and his vice presidential running mate, Kamala Harris, with Page 1 coverage on Sunday, Nov. 8 – five days after Election Day. “Finally, Biden,” announced the Chicago Tribune. “Time to Heal,” urged Newsday. “A New Hope,” said the Toronto Star. And, leaving no doubt about its sentiments, The Sunday Times

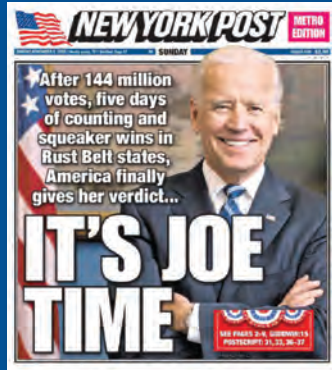
of Perth, Australia, declared: “America. Great Again.” At many publications, GCC/IBT workers helped produce the historic editions. “We’re proud our members were on the job,” said GCC/IBT president Kurt Freeman. (Boston Globe cover: Courtesy Local 3-N, Boston; Philadelphia Inquirer cover: Local 14-N, Philadelphia; Newsday cover: Courtesy Newsday. All others: Courtesy Newseum via Yahoo! News.)



The Washington Post, Washington, D.C.



Boston Sunday Globe, Boston, Massachusetts



New York Post, New York, New York



Los Angeles Times, Los Angeles, California



The New York Times, New York, New York



Toronto Star, Toronto, Canada



The Atlanta Journal-Constitution, Atlanta, Georgia



Connecticut Post, Bridgeport, Connecticut



Chicago Sun-Times, Chicago, Illinois



Chicago Tribune, Chicago, Illinois



Sunday Free Press, Detroit, Michigan



The Philadelphia Inquirer, Philadelphia, Pennsylvania



Newsday, Long Island, New York



The Times-Tribune, Scranton, Pennsylvania



Daily News, New York, New York



Las Vegas Review-Journal, Las Vegas, Nevada



Miami Herald, Miami, Florida



Boston Herald, Boston, Massachusetts



The Sunday Times/The West, Australian, Perth, Australia



The Jerusalem Post, Jerusalem, Israel



A Tarde, Salvador da Bahia, Brazil



The Sunday Gleaner, Kingston, Jamaica



La Razon de Mexico, Mexico City, Mexico



Dagens Nyheter, Stockholm, Sweden



Apple Daily, Taipei, Taiwan

Progress Won't be Easy But Joe Knows the Game

What now?

With the covid-19 pandemic still raging and the nation unsettled by political rancor, getting a fix on the future is not easy.

A couple things we do know:

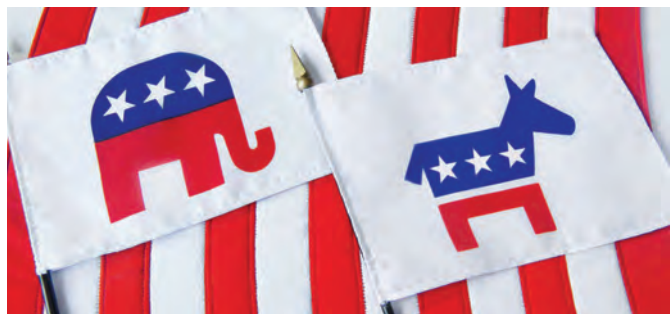
First: Despite the frantic and outrageous efforts of Donald Trump to overturn the November presidential election, Joe Biden will become president of the United States on Jan. 20.

Second: Biden, and his Democratic running mate, California senator Kamala Harris, are long-time and dependable allies of organized labor who believe unions are essential to American prosperity.

"Strong unions built the great American middle class," says a Biden campaign statement that promises to begin "strengthening public and private sector unions and helping all workers bargain successfully for what they deserve."

That won't be so easy – and, surely, Biden knows it.

Depending on the outcome of a Jan. 5 senatorial runoff in Georgia – the election took place after Communicator deadlines – obstructionist GOP leader Mitch McConnell will keep his majority and seek to block every decent piece of legislation or, if Democrats win, there will be a chance for progress even with McConnell causing trouble from the sidelines.



Biden is an old Washington hand who knows how the game is played. Republicans – and McConnell – would be foolish to underestimate him. So would enemies of organized labor.

After four crazy years of Trump's self-dealing, empty promises and side deals with big business, the American worker can be sure help is on the way.

Biden has been in labor's corner throughout his career. He was an early backer of the Employee Free Choice Act that Republicans stymied and now promises to push the equally vital Protect the Right to Organize (PRO) legislation aimed at blocking management attempts to thwart unionization.

There is no small irony at play here.

By any standard, Biden – with solid working class roots – is the friend of blue-collar Americans.

But, at the polls, he did not fare as well as Trump – a Manhattan billionaire with a woeful labor record – in blue-collar districts.

The New York Times reported that in counties won by Trump, 31 percent of workers were blue collar. In counties favoring Biden, 23 percent of the population was working class.

Nationwide, Biden won only 15 of the most blue-collar counties, the Times noted. Remarkably, the newspaper said, he did not win as many working class votes as Barack Obama, in 2008 and 2012, or Hillary Clinton in 2016.

Labor leaders across the country endorsed Biden and warned that a second Trump term could do serious damage to the union movement. Many in the rank-and-file voted Republican, anyway.

Okay, that's democracy. We all make a choice.

But it's worth saying again: As president, Trump was bad news for unions because of his ties to big business, enormous influence in the GOP and persistent anti-worker outlook.

He undercut OSHA even as the coronavirus spread. He supported a national right-to-work law. He installed right-wing ideologues on the NLRB and in the Labor Department. He expanded management "rights" that undercut collective bargaining.

Biden is coming to the rescue but will face a tough battle on labor rights – and probably everything else.

As GCC/IBT president Kurt Freeman says in his column on Page 2, "Joe has our back."

We should have Joe's. ■

GIVING THANKS



BIDEN-306 TRUMP-232

Chattanooga Times Free Press Bennett

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

Point of View

BY ROBERT B. REICH

That Giant Sigh of Relief You Heard? It's America Getting Back to 'Normal'

"Life is going to return to normal," Joe Biden promised in an address to the nation after his November election victory.

He was talking about life after covid, but you could be forgiven if you thought he was also making a promise about life after Trump.

Normal. You could almost hear America's giant sigh of relief, similar to that felt when Trump implicitly conceded the election by allowing the transition to begin.

It is comforting to think of both the covid pandemic and Trump as intrusions into normality, aberrations from routines that prevailed before.

When Biden entered the presidential race last year, he said history would look back on Trump as an "aberrant moment in time."

The end of both aberrations conjures up a former America that, by contrast, might appear quiet and safe, even boring.

Trump called Biden "the most boring human being I've ever seen," and Americans seem to be just fine with that.

Biden's early choices for his cabinet and senior staff fit the same mold. Hallelujah.

All his designees, including Janet Yellen for Treasury and Anthony Blinken for Secretary of State, are experienced and competent – refreshing, especially after Trump's goon squads. And they're acceptable both to mainstream Democrats and to progressives.

They also stand out for their abilities not to stand out. There is no firebrand among them – no Elizabeth Warren or Bernie Sanders – likely to stir strong opposition from Republicans or draw much attention from an exhausted and divided public.

Boring, reassuring, normal – these are Biden's great strengths. But he needs to be careful. They could also be his great weaknesses.

That's because any return to "normal" would be disastrous for America.

Normal led to Trump.

Normal is four decades of stagnant wages and widening inequality when almost all economic gains went to the top. Normal is 40 years of shredded safety nets.

Normal is also growing corruption of politics by big money – an economic system rigged by and for the wealthy.

Normal is climate change now verging on catastrophe.

Normal is a GOP that for years has been actively suppressing minority votes and embracing white supremacists. Normal is a Democratic Party that for years has been abandoning the working class.

Given the road we were on, Trump and covid were not aberrations. They were inevitabilities. The moment we are now in – with Trump virtually gone, Biden assembling his cabinet, and most of the nation starting to feel a bit of relief – is a temporary reprieve.

If the underlying trends don't change, after Biden we could have Trumps as far as the eye can see. And health and environmental crises that make the coronavirus another step toward Armageddon.

Hence the paradox. America wants to return to a reassuring normal, but Biden can't allow it. Complacency would be deadly. He has to both calm the waters and stir the pot.

It's a mistake to see this challenge as placating the progressive wing of the Democratic Party. It's about dealing with problems that have worsened for decades and if left unattended much longer will be enormously destructive.

So the central question: In an exhausted and divided America that desperately wants a return to normal, can Biden find the political will for bold changes that are imperative? ■

Robert B. Reich served as secretary of labor in the Clinton administration and was named one of the 10 most effective cabinet secretaries of the 20th Century by Time magazine. He is Chancellor's Professor of Public Policy at the University of California at Berkeley and senior fellow at the Blum Center for Developing Economies. Reich has written 18 books, including his most recent, "The System: Who Rigged It, How we Fix It," and is co-creator of the documentary, "Saving Capitalism," streaming on Netflix

Best Strategy: Remain Calm



The pandemic has had an odd effect: The stock market soared to new heights as the economy tanked.

Right now the virus is surging again but vaccines are on the near horizon. So, if you're an investor, or worker with a 401(k) account, what do you do?

It's not an easy question.

There have been some predictable winners during the health crisis – and plenty of losers.

With many Americans staying away from retail stores and depending on home delivery, Amazon hit a high of \$3,550 before dropping to about \$3,100.

Movie houses were closed. Not surprisingly, Netflix, the home streaming service, shot up at one point from \$298 to \$500.

But covid-19 had the opposite effect on small businesses which closed to prevent spread of covid – and, remember, small businesses create most of the new jobs in our economy.

If you had money in Amazon or Netflix, you made a bundle. If you were invested in some struggling start-up, probably not.

What about the vaccine?

Rollout will take time. Estimates vary but we might be six months into 2021 – at least – before enough Americans are vaccinated to consider a return to somewhat “normal” life.

There are those, like financial commentator and TV host Jim Cramer, who see a huge pent-up demand after almost a year of not being able to travel, go to restaurants, stores or even a simple vacation.

And a Goldman Sachs market strategy report says we could be on the “cusp” of a multi-year

bullish trend in mid-2021.

Not everyone is optimistic.

Some investment experts see layoffs, especially in state and local governments, because of falling tax revenues and insufficient help from Washington. Workers are nervous that jobs lost during the pandemic will never come back.

So, if you have money in the stock market, it's back to basics.

Ask yourself the familiar questions: Do you have enough cash set aside? What is your risk tolerance? Has it changed?

If you got nervous and sold early in the pandemic, or liquidated stock because you needed emergency funds, don't try to build back to quickly. That rarely works. Patience and prudence have never been more essential.

If your investments did well, likely you will want to keep them. Don't get spooked if the market retreats. There is a necessary ebb and flow. Reacting to daily market news is always dangerous.

Above all: Remain calm. Joe Biden will be president as of Jan. 20 – a steady hand after four years of White House chaos. In the Oval Office, Biden will make thoughtful, measured decisions. As investors, you should do the same. ■

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

Guest Spot

BY WENDY TEDESCHI

No Matter What, Must Carry On

I am an emergency room nurse on the front lines during the pandemic.

My home base is Southside Hospital, a large facility in Bay Shore on Long Island approximately 50 miles from Manhattan.

I have watched more people die since March than in my 30-year career as a nurse.

I have held my cell phone to my patient's ears for a last good-bye from their family because visitors are no longer allowed in the hospital.

I have seen my co-workers – tired and drained – show up again and again for the next shift without complaint. I have wept and fought exhaustion. Like everyone else, I have carried on.

I work wherever I am needed.

I have been to Harlem and the Bronx where I did swabbing and antibody testing, handed out supplies and educated the population about covid.

At the height of the epidemic last winter and spring, I sometimes worked 100 hours over a two-week period. Some nurses worked even more.

One day last month, authorities reported 247,000 new U.S. covid cases, 113,000 hospitalizations and 307,500 deaths across the country since the outset of the pandemic. By the time you read this, the numbers will be worse.

At Southside, we are bracing for what comes next.

Infections already were rising on Long Island as we reached holiday season. The medical community had pleaded with families to keep gatherings

very small, or cancel them entirely this year but many ignored the warnings.

Some people wear masks, keep social distance, take extra care with hygiene. Others ignore the advice and so the virus spreads.

I tell my two high school kids, Justin, 17 and Samantha, 15, to be careful. And they are. They see friends occasionally but only in small groups, keeping distant and wearing masks.

Even if they don't get ill, young adults can easily spread the disease to family members. I fear some of those relatives will end up fighting for their lives.

People have covid fatigue. I understand. A vaccine soon will be widely available – I was among the first at my hospital to get the injection – but, until then, front line health workers aren't asking much.

As hospitals fill up again, all we ask is that you be conscientious. Wear a mask. Limit gatherings. Stay safe. I don't want to be at anyone's bedside, listening to another last good-bye. ■

Wendy Tedeschi, a registered nurse, is the wife of John Tedeschi, Local 406-C, Long Island, and daughter-in-law of GCC/IBT president emeritus George Tedeschi.



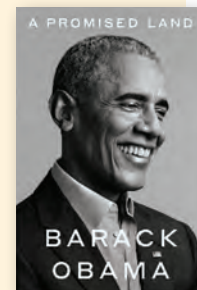
All the Best

Print

A Promised Land

Barack Obama

It is not possible to judge the inner life of Donald Trump – his moods, anxieties, passions, doubts. The president reveals himself only as a cocksure showman willing to say or do most anything it takes to remain the center of national attention. Trump's predecessor, Barack Obama, is another sort of person. In public, Obama was reserved and cautious, as might be expected of the first black president in a country endlessly struggling with questions of race. But as he shows in his massive (768 pages), best-selling memoir, “A Promised Land,” Obama has a vibrant internal existence. He debates himself endlessly and demands excellence in every endeavor. He is self-aware almost to a fault. As a New York Times review noted: “He pushes pins into his own hype balloons.” In this gracefully written account, Obama comes across as a mature, insightful, devoted individual who – even away from the White House – is dedicated to the good of all Americans. “Promised Land” is a big book – the first of two volumes – written by a man with a sense of purpose, generosity and vision to match. Crown, publisher.



Film/Streaming

Parasite

Bong Joon Ho, director

This is a working class story about a down-and-out family – literally. The Kims live in a dim and gritty basement apartment in a tough Seoul, South Korea, neighborhood and get by – barely – by folding boxes for a local pizza chain. Fortunes change when their college-age son finds work in the opulent home of a wealthy businessman and, in turn, arranges for his mother, father and sister to join the household staff under assumed names. Yes, the Kims are running a low-level scam but, in an astonishing and unsettling climax, director Bong Joon Ho makes clear they are not villains but victims of a system that rewards some absurdly and leaves too many others scraping to survive. “Parasite” won four Academy Awards – including best picture – drawing a nasty remark from that noted movie critic, Donald Trump. Is there a better recommendation? Streaming on Hulu.



Music

Jimmy Carter: Rock & Roll President

Mary Wharton, director

You may not believe it but Jimmy Carter rocked. Not exactly the image of hip and cool, Carter nonetheless loved music of all kinds and had a number of pals in the industry – Bob Dylan, the Allman Brothers and Willie Nelson among them. In this uplifting documentary, director Mary Wharton shows that Carter, 96, still believes in the unifying power of a good song, soulfully rendered – and there are plenty in this film. “Music is the best proof that people have one thing in common no matter where they live, no matter what language they speak.” Say it again, Jimmy. Say it again. Greenwich Entertainment.



Internet

Payday Report

paydayreport.com



Payday Report vows to “cover labor in news deserts” and those parched media provinces are apt to be just about anywhere. Too little labor news appears in major outlets – American readers sadly often have little interest – and, though a small-time operation, Payday tries heroically to take up the slack. On any given day, you may learn about a teacher's strike in Utah, the election of a labor lawyer as district attorney in Austin, Texas, or that Colorado at last has okayed paid family leave. Run by Pittsburgh-based labor journalist Mike Elk, Payday Report pays off.

Not Getting Fooled This Time Around

By Zachary Dowdy
Special to the Communicator

Four years makes a difference. In 2016, many rank-and-file GCC/IBT members were split – like much of the country’s unionized labor force – on whether to vote for Donald Trump or his Democratic opponent, Hillary Clinton.

Many chose Trump.

Despite the urging of union leaders, 43 percent of union households went for the Manhattan billionaire who posed as an outsider and promised to be the friend of working-class Americans.

But, said Israel Castro, secretary-treasurer and principal officer of GCC/IBT District 3, the mood had changed by 2020. “Members wanted something different,” he said.

Trump’s dismal track record on labor issues – including support for a national right-to-work law – caused significant erosion in support. “Between this election and last election, they got to see the real Trump,” Castro said.

Many members who voted for Trump weren’t willing to be fooled twice.

An exact tally is not available but an Edison Research exit poll suggested as many as 56 percent of union households – those that include a union member – cast votes for the victorious Democratic candidate, Joe Biden, and his running mate, California senator Kamala Harris.

Union members objected to Trump’s pro-business appointments to the National Labor Relations Board, lax safety protocols during the coronavirus pandemic and attempts to weaken the bargaining power of unions.

Determined to boost the Democratic ticket, GCC/IBT members and retirees helped get out the vote for Biden-Harris.

In Michigan, for instance, DC3 retirees Ron Ruzza, Tim Young and Jim Shehadi called union households and wrote postcards urging members to support the Democratic challengers. “The main thing is that we get out the vote,” Shehadi said. Joe Inemer, president of GCC/IBT Local 16-N in Philadelphia, said 2016 Trump voters switched to Biden because the former vice president has a long pro-labor record and reputation as a “champion of working people.”

On the other hand, Inemer said, “Trump did not follow up” on promises to aid



DC3 retirees, l-r, Ron Ruzza, Tim Young and Jim Shehadi, called union households and wrote postcards urging support for the Biden-Harris ticket. ‘The main thing is we get out the vote,’ Shehadi said.

American workers by bringing back jobs, guaranteeing health care and choosing workers over big business. “He was more talk and he was vindictive,” Inemer said.

Instead of “draining the swamp,” Inemer said, Trump appointed officials with ties to industry whose main attribute was loyalty to the president.

Biden is a different sort of leader – someone union members view as a decent man with high intentions. “They needed somebody who’s going to stand up and not back down.”

Georgia-based GCC/IBT Local 527-S president emeritus Ralph Meers said he, too, “saw a change” in the outlook of local union members between 2016 and last year.

Meers estimated that perhaps 40 percent of 527-S members voted for Trump in 2016 – a troubling, but familiar, example of people voting against their own best interests.

This time, Meers said, “we were telling our members in every way possible not to keep our hands tied – if you want union leaders to be able to do something for you, you’ve got to vote for change. You’ve got to vote Democratic.”

Castro said he has high hopes for the Biden administration and sees positive signs already.

After the election, Castro said he was encouraged to hear Biden say: “America was built by the middle class and the middle class was built by unions.”

Donald Trump failed working people, Castro said. Biden is a friend.

“He’s been on the side of workers his whole career,” Castro said.

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

‘Sharp Turn’ From Trump Policies

Continued from PAGE 1

A reordering of priorities – putting workers before wealthy corporations – should take place immediately, said IBT general president James Hoffa.

“It’s long past time the government went to work for you as hard as you have been working for us,” Hoffa told union members. “It is not enough to praise you – we need to protect you, pay you, make sure your pensions are square. Wall Street didn’t build this country, the middle class built this country. And unions built the middle class.”

Unwinding some of Trump’s worst policies will be a job in itself.

The “transition will be a sharp turn from the Trump White House, under which union membership has dropped, pay inequity has widened and enforcement has dwindled,” the online news agency Politico reported. “Some of the Democrats’ highest priorities will be counteracting action taken — or in some cases, not taken — by the current administration.”

Politico noted the top demands of labor leaders included improved workplace safety at a time when the coronavirus epidemic is sweeping the country, raising the federal minimum hourly wage from \$7.25 to \$15, boosting manufacturing, easing tensions with foreign trading partners, making the NLRB worker-friendly and passing the PRO act.

Freeman often has emphasized the importance of PRO legislation as a means of slowing the continued and worrisome decline in union membership across the country. “Its passage is critically important,” Freeman said.

Some worry that Republicans will seek to obstruct Biden initiatives in the same way GOP leaders relentlessly moved to block initiatives of Barack Obama, who Biden served for eight years as vice president. If relations with Republicans are as tense as many expect, Biden will have to pick his spots carefully, analysts say.

Robert Reich, labor secretary under Bill Clinton, told Politico it remained to be seen if Biden would invest the “political capital that will have to be spent in order to get major labor law reforms.” Because its numbers are slipping, organized labor may not have sufficient “clout” to influence White House policy on major issues, Reich said.



Joe Biden and IBT general president James Hoffa agree it is essential to reorder priorities and protect the labor movement. ‘Wall Street didn’t build this country, the middle class built this country’ said Hoffa. ‘And unions built the middle class.’

Leaders remain high in their estimation of Biden, however, and relieved to have a strong partner in the White House.

“After the last four years of an anti-union and anti-worker administration, GCC/IBT members can finally look forward to some help with the Biden administration,” said union secretary-treasurer/vice president Steve Nobles. “The Biden administration will ensure workers are treated with dignity and receive the workplace protection we all deserve.”

Though Biden drew support from a wide range of labor organizations, his support among the rank-and-file may not have matched that of union leaders.

Union members turned against Democrats in 2016 when Trump ran against Hillary Clinton and it is uncertain how many returned to their traditional base in 2020.

Biden emphasized his working class roots during the campaign and often summoned his blue-collar boyhood in Scranton, Pennsylvania. But the New York Times reported that white, college-educated suburbanites likely did more to help Biden win than working-class voters.

Of 265 counties where blue-collar families dominated, Biden won only 15, the Times reported, citing research by the bipartisan Economic Innovation Group. Biden was victorious in counties where 23 percent of the work force was blue collar, the Times said. Trump won in counties where the blue collar average was 31 percent.

“This isn’t a new trend,” wrote reporter Lisa Lerer. “For decades, Democrats have been trading the support of union members for broader backing from the professional classes.” Meanwhile, Lerer said, Republicans are gaining support from working class voters.

Bringing union members back to the Democratic column is essential, leaders agree, and a robust effort by Biden on the part of working people would help.

“The Biden victory means that once again labor will have a seat at the table with a new approach to this pandemic based on science and experts for a stronger, safer, sustained recovery,” said Steve Sullivan, a GCC/IBT board member and president of Local 3-N, Boston.

On Jan. 20, the Biden era begins – and, if he is successful, perhaps a new start for labor, too.

PRO Act Passage High on Biden Agenda

By Jerry Morgan
Special to the Communicator

Workers of the United States rejoice: Joe Biden has your back.

“I’m a union man,” Biden has said repeatedly, and he means it.

His agenda is huge, starting with the Protect the Right to Organize (PRO) Act, which passed the House in 2020 but failed in the Senate.

Among other things, the proposed legislation would make companies financially liable for interfering in organizing efforts. But Biden wants to go beyond by holding executives – not just companies – personally liable for any mischief.

Also in Biden’s sights are firms that treat people who are really employees into independent contractors so workers can’t organize and employers don’t have to pay benefits or social security taxes. In this “gig” economy, devastated by the pandemic, those workers need protection from corporate greed.

The PRO Act terrifies big business. The U.S. Chamber of Commerce calls it “a significant threat to employers that must be taken seriously.”

For one thing, the Chamber says, it would effectively end right to work laws passed by 28 states since 1947.

Unions have taken a beating because of those laws. Union membership is down to just over 10 percent from 35 percent in the 1950s. It was that 35 percent that built the middle class in this country and now is endangered as union influence declines.

PRO also has potential to get the “card check” organizing approved – a method that would allow union recognition if a majority of workers sign union authorization cards without an election.

Opponents say it would deprive people of their right to a secret ballot. And they also object to a provision that would allow workers to skip employer meetings that would attack unions. Those sessions often are mandatory now.

There is a lot more.

Biden, set to become the 46th U.S. president on Jan. 20, would strengthen OSHA, which was created to protect workers health yet did very little to protect food company workers when the pandemic hit.

Thousands got sick, and hundreds died because Trumpians decimated the agency and it didn’t have enough investigators to do its work.

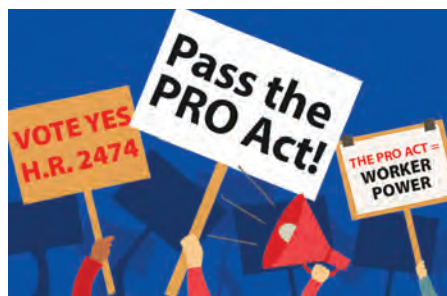
There were many labor protection rollbacks during the Trump years, including stripping federal employees of union representation, killing their collective

THE PRO ACT =

WORKER POWER



COMMUNICATIONS WORKERS OF AMERICA VIA GOOGLE IMAGES



‘I’M A UNION MAN,’ BIDEN SAYS – AND HE MEANS IT

bargaining ability and making it possible to fire them without cause. Biden said he would restore those rights immediately

It will be an uphill fight to get all of it done. Labor will be watching. ■

Jerry Morgan, a former Newsday business reporter, writes the Bottom Line financial column appearing regularly on Page 7 of the Communicator. He is a retired member of Local 406-C, Long Island, and helped organize the Newsday editorial staff for the local in 1973.

A WORKING-CLASS AGENDA

Joe Biden calls himself a “union man” and his labor agenda proves it. Though he surely will face obstruction from right-wing forces on Capitol Hill, the president-elect has outlined an aggressive labor plan that signals his commitment to working-class Americans and union members.

Biden also is keen on job creation and likely will press for a strong infrastructure program aimed at boosting high-quality employment. And as a long-time fan of Amtrak, Biden vows to be a strong advocate for the often-neglected national rail service. No specifics yet but on the campaign trail, Biden envisioned a “great railroad revolution.” All aboard.

For now, though, labor is the priority. Here are highlights of the Biden program:

- 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.
- Increase the federal minimum wage to \$15 an hour.
- Eliminate non-compete clauses and no-poaching agreements that hinder the ability of employees to seek higher wages, better benefits, and working conditions by changing employers.



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NLRB Union ‘Sabotage’ Soon will End

Joe Biden vows that under his administration the National Labor Relations Board will “fulfill its mission” by assuring workers the right to organize and bargain collectively – a fundamental obligation rarely met during the four years of Donald Trump’s anti-worker presidency, according to a hard-hitting Congressional committee report.

The Trump-appointed NLRB “has waged a multi-pronged attack on the right to organize,” concluded the House Committee on Education and Labor, and often failed to protect workers even in the time of a national health crisis.

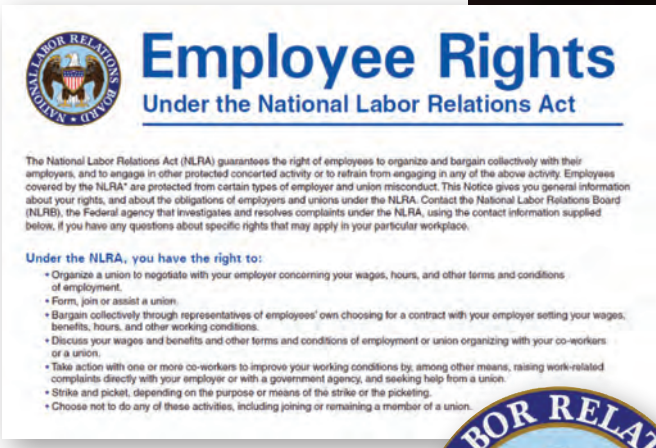
“As workers around the country are organizing, protesting, and going on strike for issues as basic as safety protections from covid-19, NLRB is negligent, and at times openly hostile to these rights, during a crisis where they are especially needed,” the report concluded.

Peter Leff, GCC/IBT general counsel, said the Congressional analysis correctly identified the board’s abandonment of principle.

“The House committee report confirms what union workers have known for years: the Labor Board, whose statutory mission is to protect workers’ rights to organize and engage in collective activity, has been on a fanatical mission under the Trump administration to destroy unions in America in order to serve the interests of big business,” Leff said.

Among the regressive labor board actions cited by House committee members:

- Allowing employers to circumvent collective bargaining
- Making it easier to misclassify employees to stop union organizing



- Undermining the right to strike
- Making it harder to organize by delaying union representation elections
- Forcing decertification elections on workers who want a union
- Enabling companies to evade their duty to bargain as joint employers

The House report also found fault with NLRB general counsel Peter Robb, a management-side attorney, who, members said, consistently favored big business and showed little interest in protecting workers during the covid-19 crisis.

“By refusing to fill vacant agency positions, interfering in union representation elections, and imposing unlawful procedures for processing cases, Robb’s actions have left already vulnerable workers in a precarious situation as they navigate their workplaces during the global pandemic,” the report said.

Biden has promised to revamp the board – 3-1, Republican majority at the moment – who will “protect, rather than sabotage, worker organizing, collective bargaining, and workers’ rights to engage in concerted activity whether or not they belong to a union.”

Resetting the NLRB could take a while, though. Biden can immediately fill a Democratic seat Trump left vacant – the Senate must confirm the nominee – but not until August will a Republican board member conclude his five-year term allowing Biden to tap another Democrat. Until then, Republicans will hold a 3-2 majority.

But Leff said there is no doubt Biden will take decisive action to transform a board that, under Trump, had become notoriously pro-business and anti-labor.

“Joe Biden will move swiftly to reverse those dangerous precedents,” Leff said.



No Stopping Georgia Leaders After Nov. 3

By Dawn Hobbs
Special to the Communicator

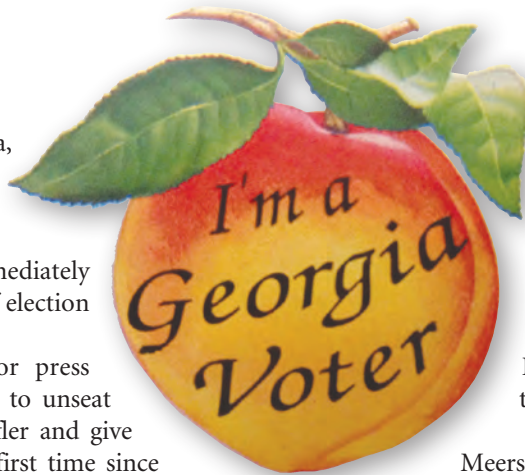
GCC/IBT leaders from Local 527-S, Atlanta, helped Joe Biden win the presidential vote in Georgia but their work wasn’t done.

Eddie Williams, 527-S president, and secretary-treasurer Ralph Meers immediately turned their attention to the crucial Jan. 5 runoff election that would decide control of the U.S. Senate.

In the race – decided after Communicator press time – Jon Ossoff and Raphael Warnock sought to unseat GOP incumbents David Perdue and Kelly Loeffler and give Democrats control of the upper house for the first time since 2010.

“A critical race, if not more so than the presidential election,” said Meers, who also is 527-S president emeritus.

“It affects our whole economy and what happens with the coronavirus, employment, the environment, and workers’ rights.”



Local 527-S worked with the North Georgia-Atlanta Labor Council, the AFL-CIO, and county Democratic organizations to help Biden and, his running mate, California senator Kamala Harris, defeat President Donald Trump and Vice President Mike Pence in the November election.

“It’s a massive accomplishment that union members helped turn Georgia blue,” said Williams. “Many of our union members were eager to vote for Biden and against another four years of Trump.” Biden was the first Democratic presidential candidate to win Georgia since Bill Clinton in 1992.

In the weeks before the Senate runoff, Williams and Meers worked long hours to aid Warnock and Ossoff – phone banking, knocking on doors, putting up signs, mailing postcards, and emphasizing the importance of a Democratic victory.

Even the chance of a double win for Democrats in the runoff was indication that the state’s politics were changing profoundly, Williams said, adding: “As we call it here, it’s the new Georgia.”

WORKERS PREVAIL AT WESTROCK

After two years of negotiations and protests, GCC/IBT members at four WestRock plants in California and Oregon finally settled on a five-year contract that affects about 400 workers.



At issue was the company's initial insistence that employees use its medical insurance, "which was a high deductible PPO plan and wasn't even comparable to ours," said Clark Ritchey, DC2 secretary-treasurer.

With good reason, Ritchey said, members objected.

"They were very adamant about not going into that plan," he said. "We did demonstrations, stickers, t-shirts and everything we could to get the company's attention. If their plan would have been on their final proposal, it would not have passed."

Now, more than 70 percent of the members who work at the four corrugated box plants are signed up for the GCC/IBT Kaiser HMO plan.

"We also have our own health and welfare fund for printing specialties and we kept our members in our fund for the term of the agreement," Ritchey said.

The contract, which was ratified late October 2020, has three more years on it because two were spent in bargaining. It affects members of Local 388-M, Los Angeles, working at WestRock plants in Corona, Salinas and Milpitas, California, and members of Local 747-M, Seattle, at a plant in Portland, Oregon.

Members received a 2.25 percent wage increase for the first three years, two of which will be retroactive, and 2 percent the last two years. They also received a \$2 bump in the defined benefits pension, Ritchey said.

Two years of negotiations were fraught with challenges – including the strain of a coronavirus epidemic, Ritchey said.

He credits the group's success with the stamina and perseverance of the bargaining committee members Robert Bruce and Mike Nelson, from the Portland plant, Louis Grajeda, of Milpitas, Roger Ruiz, of Salinas, and Rene Lopez, from the Corona shop.

Ritchey noted: "It was a hard-fought battle – but they did an outstanding job, along with our GCC/IBT lead negotiator, Phil Roberts, and my staff."

AT FORT DEARBORN, A BUSINESS 'UPTICK'

A bright spot amid the doom and gloom of the covid pandemic has shined through at an Illinois plant of the Fort Dearborn Company where management is hiring additional workers, installing new equipment and giving out raises.



FORT DEARBORN COMPANY

Some GCC/IBT sectors have taken a hit during the national health crisis, but business has increased at Fort Dearborn in Niles, which makes a wide variety of food and alcohol labels. The company hired back employees laid off a year ago, bought equipment and is now looking to hire workers to run the new machinery.

As the pandemic continues to shut down restaurants, more people are preparing food at home. At the same time, liquor sales have skyrocketed, said Kurt Reissenweber, vice president of Local 458-M, Chicago, and DC4 president.

"This has caused an uptick in their business like they never would have expected," Reissenweber said. "Just a year before, the company had to have many layoffs due to lack of work. Now a new management team is on a path to hiring back all the union members previously let go."

Workers at the plant recently ratified a three-year contract for each of the three departments, including 129 covered under the press agreement, 22 under the J-1 cutter contract, and 61 under the finishing agreement.

"All of these agreements are with good wage increases in all departments," Reissenweber said. "At the start, most of our negotiations were done in person but when Covid hit, we switched to conference calls and small meetings, which worked out very well."

When members voted to pass the last of the three contracts in October 2020, Fort Dearborn announced it was purchasing a new press and three pieces of cutting equipment. "There are not too many companies buying brand new equipment these days," Reissenweber said.

The company expects to hire up to 50 new workers, he said, and has been posting jobs in-house "so employees from other departments can have the opportunity to better themselves and make a life-long career at this facility."

Local 458 has represented Fort Dearborn workers for more than 50 years, Reissenweber noted.

"This facility had its share of ups and downs over the years but they are doing extremely well now," he said. "Let's just hope this trend continues."

ZOOMING INTO A NEW ERA OF ORGANIZING

The second Zoom training session in an ongoing series conducted by Teamster professionals to assist GCC/IBT organizing efforts was a big hit for first-timers and veterans alike, union leaders say.



The 2-1/2 hour session, attended by more than 50 from across the country in mid-November, tackled a variety of topics, including how to identify winnable targets and make initial contacts with those targets.

"The goal was to make members aware of the importance of growing the union and that there is no secret sauce – and that it takes work and determination," said GCC/IBT President Kurt Freeman.

Participants heard from local officers involved in organizing drives and learned about useful strategies – and those that flop.

The intent is to educate and to "energize local leaders and the membership" in the union's continued effort to make organizing a priority, Freeman said.

Other topics included identifying leaders, building a committee, and communicating with new potential members.

The session, conducted by Teamster organizers Jarrod Skelton and James Curbeam, was organized by Freeman, secretary-treasurer/vice-president Steve Nobles, DC3 president Israel Castro and Steve Sullivan, president of Local 3-N, Boston.

"Participation by our members across the country is inspiring," Nobles said. "We are planning on future trainings after the first of the year. Hopefully with the union-friendly administration of President-elect Joe Biden, the GCC can be well prepared to grow through organizing into the future."

PAINFUL DEMISE AT POST-GAZETTE

GCC/IBT members at the Pittsburgh Post-Gazette have been working without a contract since 2016 and the company has slashed production from seven days a week to three.



And now, management is threatening to cut another day of production or shut down the pressroom altogether and go digital the first quarter of 2021.

At the same time, union leaders said, the company wants to yank health care benefits in a building where several covid cases have been reported and one press operator was hospitalized with the virus for five days.

"They want to take away seniority, they don't want a guaranteed 40-hour work week and their management's rights clause is a disaster – where they want the right to do whatever they want whenever they want," said Chris Lang, president of Pittsburgh Local 24-M/9-N.

Lang said the Post-Gazette owners, BCI Block Communications Inc., represented by the notorious anti-union law firm, King and Ballow, gained profits of more than \$100 million last year. "Go figure," Lang said.

Teamster members who deliver the Post-Gazette to drop-off sites also will be hard-hit, said Joe Molinero, president of IBT Local 211 and director of the Teamster's newspaper magazine and electronic media conference. "We can't even anticipate how many jobs will be lost," Molinero told National Public Radio station WESA in Pittsburgh, adding that he feared at least half the 100 Teamsters in the delivery unit could be cut.

In response to the Post-Gazette's assault on worker rights, the GCC/IBT filed a stack of unfair labor practices with the National Labor Relations Board last year, Lang said.

"But they've just been sitting there and the board isn't acting on any of them," he said. "The labor board is an absolute joke under Trump."

It's been a slow, painful demise in the Pittsburgh pressroom. The paper used to print about 100,000 copies on week days and 135,000 on Sunday. Now the daily run is 40,000 and 100,000 Sundays.

The tense situation weighs on workers and union leaders, Lang said. "For a lot of these people, this is the only job they've ever had."

No one is giving up, though, said Tom Guckert, Local 24-M/9-N vice-president, who is also a shop steward.

"We're fighters," said Guckert. "We'll make it somehow. For the company, I don't even know how they can sleep at night, let alone look at themselves in the mirror in the morning."

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.

Biden sera-t-il capable de tenir ses promesses aux travailleurs?

Par Fred Bruning
Graphic Communicator

Les leaders syndicaux ont donné leur appui à Joe Biden.

Que va faire Biden pour les travailleurs?

Pendant la campagne présidentielle de 2020, Biden et sa colistière, la sénatrice de la Californie Kamala Harris, ont proposé un programme syndical robuste visant à protéger le droit de s'organiser et de surveiller les abus de pouvoir des grandes sociétés.

« Biden propose un plan pour développer une classe moyenne plus forte et plus inclusive – la colonne vertébrale de l'économie américaine – en renforçant les syndicats des secteurs public et privé, et en aidant tous les travailleurs à négocier avec succès ce qu'ils méritent », a promis la campagne.

Cela a été amplement détaillé.

Biden, qui sera assermenté comme président des États-Unis le 20 janvier, a promis de demander des comptes aux employeurs qui classent mal des employés et de bloquer les fonds fédéraux destinés aux entreprises qui font de la « répression antisyndicale ». Son administration va faire adopter la loi Protect the Right to Organize (PRO), a déclaré Biden, empêcher les employeurs de faire obstruction aux premiers contrats de travail et voir à ce que le Conseil national des relations de travail redevienne un organisme qui protège les travailleurs, pas les grandes entreprises.

Ce n'est qu'un aperçu. Le plus dur est à venir – transformer les promesses en politiques.

Les chefs de la CCG-FIT et des Teamsters, qui ont, comme la plupart des dirigeants syndicaux, soutenu avec enthousiasme le tandem Biden-Harris et exhorté leurs membres à ne pas se laisser bernier de nouveau par les soi-disant promesses pro-travailleurs de Donald Trump, sont conscients que Biden aurait de rudes batailles à livrer, mais ils le considèrent comme un véritable allié.

« Il sait que les travailleurs syndiqués l'ont aidé à se faire élire et que nous allons le soutenir, a affirmé Kurt Freeman, président de la CCG-FIT. C'est bon de savoir qu'il y aura à la Maison-Blanche un dirigeant dont les travailleurs ont besoin et qu'ils méritent. »

L'ordre des priorités – qui consiste à faire passer les travailleurs avant les riches sociétés – devrait être changé immédiatement, a indiqué James Hoffa, président général de la FIT.

« Il est loin le temps où le gouvernement travaillait autant pour vous que vous l'avez fait pour nous, a dit J. Hoffa aux syndiqués. Il ne suffit pas de vous féliciter – nous devons vous protéger, vous payer et vous assurer des pensions correctes. C'est la classe moyenne, et non Wall Street, qui a bâti ce pays. Et les syndicats ont bâti la classe moyenne. »

Certains craignent que les Républicains

essaient de faire obstruction aux initiatives de Biden, comme les dirigeants du Parti républicain ont manœuvré sans relâche pour bloquer celles de Barack Obama dont Biden a été pendant huit ans le vice-président. Si les relations avec les républicains sont aussi tendues que beaucoup s'y attendent, Biden va devoir faire très attention à l'endroit où il pose ses pions, estiment les analystes.

Robert Reich, secrétaire au Travail sous Bill Clinton, a dit à Politico qu'il reste à voir si Biden va investir le « capital politique » qui va devoir être dépensé pour réformer en profondeur le droit du travail. Selon lui, le mouvement syndical, dont les rangs s'amenuisent, pourrait ne pas assez de « poids » pour influencer la politique de la Maison-Blanche sur les grands enjeux.

Mais les leaders tiennent encore en haute estime Biden et sont soulagés d'avoir un partenaire robuste à la Maison-Blanche.

« Après ces quatre années de gouvernement antisindical et antitravailleurs, les membres de la CCG-FIT peuvent enfin espérer recevoir de l'aide de l'administration Biden, a indiqué Steve Nobles, secrétaire-trésorier et vice-président. L'administration Biden va s'assurer que les travailleurs sont traités avec dignité et reçoivent la protection au travail que nous méritons tous. »

Biden a obtenu le soutien d'un grand nombre d'organisations syndicales, mais on ignore encore les résultats qu'il a obtenus parmi les syndiqués.

Sur les 265 comtés où les familles de cols bleus étaient majoritaires, Biden n'en a remporté que 15, a indiqué le New York Times, en citant une étude de l'Economic Innovation Group, qui est bipartisan. Biden a été vainqueur dans les comtés où les cols bleus représentaient 23 pour cent de la main-d'œuvre, a affirmé le Times. Et Trump a gagné dans les comtés où la proportion de cols bleus était en moyenne de 31 pour cent.

« Il ne s'agit pas d'une nouvelle tendance, a écrit la journaliste Lisa Lerer. Pendant des décennies, les démocrates ont négocié le soutien des syndiqués pour obtenir un plus grand appui des classes professionnelles. » Entre-temps, a-t-elle indiqué, les républicains obtiennent les faveurs des électeurs de la classe ouvrière.

Les leaders syndicaux conviennent qu'il faut ramener leurs membres dans le giron démocrate, et un effort marqué de la part de Biden pour le compte des travailleurs aiderait à le faire.

« La victoire de Biden signifie que les travailleurs auront de nouveau leur place à table, avec une approche nouvelle de cette pandémie basée sur la science et les experts qui permettra une reprise plus vigoureuse, plus sécuritaire et durable », a affirmé Steve Sullivan, membre du conseil de la CCG-FIT et président de la section locale 3-N de Boston.

Le 20 janvier marquera le début de l'ère Biden et, s'il y arrive, un nouveau départ pour le mouvement syndical.

¿Podrá Biden cumplir con sus promesas a los sindicatos?

Por Fred Bruning
Graphic Communicator

Los líderes sindicales apoyaron a Joe Biden

¿Qué hará Biden por los sindicatos?

Durante la campaña presidencial de 2020, Biden y su candidata para la vicepresidencia, la senadora Kamala Harris de California, ofrecieron a los sindicatos una robusta agenda centrada en la protección del derecho de sindicalización y el control del abuso del poder por parte de las empresas.

« Biden propone un plan para fortalecer a la clase media, que es el pilar de la economía estadounidense, y hacerla más integradora, vigorizando a los sindicatos de los sectores público y privado y ayudando a todos los trabajadores a negociar con éxito y obtener lo que se merecen », prometía la campaña.

Incluía muchas cosas específicas

Biden, que será investido como presidente de Estados Unidos el 20 de enero, prometió desafiar a los empleadores que clasifican incorrectamente a los empleados y bloquear fondos federales para las compañías que acosan a los sindicatos. Biden dijo que su administración trabajará para la aprobación de la ley de Protección del Derecho a la Sindicalización (Protesta the Right to Organize o PRO), impedirá que los empleadores se demoren en la firma de primeros contratos, y conseguirá que la Junta Nacional de Relaciones Laborales vuelva a ser una agencia que proteja a los

trabajadores y no a las grandes empresas.

Pero esto no es más que una lista corta. Ahora viene lo difícil: pasar de las promesas a la formulación de políticas.

GCC/IBT y los líderes de los Teamsters que, como la mayoría de los directivos de los grandes sindicatos, apoyaron entusiastamente la candidatura Biden-Harris y recomendaron a la membresía que no se dejara engañar otra vez por las falsas promesas de Donald Trump a los trabajadores, dicen que sabían que Biden tendría que librar duras batallas, pero veían en él un aliado leal.

« Él entiende que los sindicatos lo ayudaron a ganar las elecciones y que tendrá nuestro apoyo », dijo Kurt Freeman, presidente de GCC/IBT. « Es bueno saber que los trabajadores tendrán en la Casa Blanca el líder que necesitan y se merecen ».

El orden de prioridades deberá cambiar inmediatamente, colocando a los trabajadores por delante de las empresas ricas, dijo el presidente general de IBT, James Hoffa.

« Es ya hora de que el gobierno empiece a trabajar por ustedes tan duro como ustedes han trabajado para nosotros », les dijo Hoffa a los afiliados. « No basta con elogiarlos a ustedes, necesitamos protegerlos, pagarlos y asegurarnos de que reciban las pensiones justas. Los financieros de Wall Street no construyeron este país, lo construyó la clase media. Y los sindicatos construyeron la clase media. »

Algunos temen que los republicanos traten de obstruir las iniciativas de Biden

igual que sus líderes se movilizaron implacablemente para bloquear las de Barack Obama, con quien Biden fue vicepresidente durante ocho años. Si las relaciones con los republicanos son tan tensas como muchos esperan, Biden tendrá que elegir sus batallas con mucho cuidado, dicen los analistas.

Robert Reich, secretario del Trabajo bajo Bill Clinton, le dijo a Politico que quedaba por ver si Biden invertiría el « capital político » que habrá que gastar para conseguir importantes reformas en las leyes laborales. Los sindicatos están perdiendo miembros y pueden no tener suficiente « peso » para influir en las políticas de la Casa Blanca sobre temas de mayor importancia, dijo Reich.

Sin embargo, los líderes continúan teniendo a Biden en alta estima y ven con alivio que tienen un fuerte aliado en la Casa Blanca.

« Tras los últimos cuatro años con una administración adversa a los sindicatos y a los trabajadores, los miembros de GCC/IBT pueden por fin esperar alguna ayuda de la administración Biden », dijo Steve Nobles, secretario-tesorero y vicepresidente del sindicato. « La administración Biden se asegurará de que se trate a los trabajadores con dignidad y que reciban la protección en el trabajo que todos merecemos. »

Aunque Biden fue apoyado por una amplia variedad de organizaciones laborales, queda por ver cómo le trataron los miembros de estas.

Entre 265 condados con predominio

de familias de clase trabajadora, Biden no ganó más que 15, según información del diario New York Times citando investigaciones efectuadas por el Economic Innovation Group, que es bipartidista. Biden salió victorioso en condados donde el 23 por ciento de la fuerza laboral era de clase trabajadora, dijo el mismo diario. Trump ganó en condados que tenían un promedio de 31 por ciento de clase trabajadora.

« Esto no es una tendencia nueva », indicó la reportera Lisa Lerer. « Durante décadas, los demócratas han valorado conseguir un mayor respaldo de las clases profesionales más que el apoyo de los trabajadores sindicalizados. » Entretanto, dijo Lerer, los republicanos están ganando apoyo entre los votantes de clase trabajadora.

Los líderes coinciden en que es esencial que los miembros de los sindicatos vuelvan a alinearse con los demócratas, y Biden puede ayudar mostrándose decididamente a favor de los trabajadores.

« La victoria de Biden significa que una vez más los sindicatos podrán sentarse a la mesa con una nueva estrategia para esta pandemia, basándose en la ciencia y en los expertos para conseguir una recuperación más fuerte, segura y sostenida », dijo Steve Sullivan, miembro de la Junta Directiva de GCC/IBT y presidente de Local 3-N de Boston.

El 20 de enero comienza la era de Biden y, si tiene éxito, quizá también el principio de una nueva etapa para los sindicatos.

Unpaid Benefits

In order to determine if there were retired participants whose heirs were entitled to, but did not collect, death benefits, The Graphic Communications Benevolent Trust Fund (BTF) electronically compared a list of the fund's retired participants with various databases tracking dates of death.

The following is a list of deceased BTF retirees for whom no benefit claims were made as of September, 2020. The beneficiaries of these members may be entitled to a benefit from the fund. They, or anyone who knows the whereabouts of the beneficiaries, should contact the fund at 25 Louisiana Ave. NW, Washington, D.C. 20001, or phone the BTF office at (202) 508-6675.

Note: Local indicated for a deceased participant may not be consistent with the individual's local at retirement date due to subsequent mergers.

| NAME | LOCAL | DOD | NAME | LOCAL | DOD |
|------------------------|-------|---------|-------------------------|-------|---------|
| David Adams | L1 | 02/2005 | Zofia Cichocki | N3 | 12/2019 |
| Nicholas C Adriano | T572 | 03/2010 | Robert C Cini | T572 | 07/2018 |
| Armond A Ahrens | M17 | 01/2020 | Harry Coleman Jr | T355 | 06/2020 |
| Joseph Albert | N 16 | 04/2019 | Ruth O Coleman | M6505 | 08/2020 |
| William E Alden | M577 | 01/2019 | W F Cooke | C137 | 08/2010 |
| Frances Alonci | M503 | 11/2013 | Donald Cooper | M241 | 11/2018 |
| Dennis Amaral | N3 | 06/2019 | Ella R Cooper | M 14 | 08/2006 |
| Harold Amerino | T853 | 07/2019 | John P Corbin | N2 | 03/2020 |
| Salvatore Aragona | L1 | 09/2005 | R Cornwell | C444 | 03/2009 |
| Jim Armstrong | M568 | 10/2008 | Michael A Corrigan | M6505 | 03/2019 |
| Nunzio A Armao | M 14 | 02/2016 | John E Cowgill | M6505 | 05/2020 |
| Darwin L Au | M 14 | 06/2016 | Bert R Cox | T572 | 10/2011 |
| Johnny L Baker | S527 | 03/2019 | James W Cox | L1 | 08/2010 |
| Martha Ballard | T572 | 09/2015 | John D Cravens | M235 | 04/2020 |
| Leonard G Barnhart | M388 | 03/1998 | Charles A Crider | S625 | 10/2018 |
| Beatrice E Bentley | T572 | 04/2010 | Thomas O Cucarese | M 24 | 09/2019 |
| Margaret Berish | B119 | 01/1999 | Dominick Cundari | L1 | 11/2018 |
| Vernon Billet | C329 | 02/2019 | James V Cundari | L1 | 07/2018 |
| Vincent E Billock | M508 | 12/2005 | James G Daly | M235 | 11/2019 |
| Paul E Bleyenber | M235 | 04/1994 | Frances E Daniel | M612 | 12/1998 |
| Florence Blood | N3 | 04/2003 | James Davis | MAL | 11/2009 |
| Donald G Bosley Sr | T355 | 07/2020 | Archangel O De Biase | L1 | 05/2018 |
| William P Bournier | M6505 | 08/2018 | Richard S De Hoet | M518 | 05/2006 |
| Mattie L Bowles | S527 | 01/2006 | Elvin Deeble | M 14 | 01/2010 |
| Johnnie W Bowman | M197 | 06/2019 | Robert G Deeken | M568 | 07/2007 |
| Margaret Bragg | MAL | 01/2020 | Charles E Dempsey Sr | M197 | 07/2018 |
| Richard P Breitenbach | L1 | 02/2019 | James Denk | M458 | 03/2020 |
| William Brill | M458 | 10/2010 | John Denzin | M577 | 01/2007 |
| Kenneth C Brower | M518 | 12/2018 | Berge Derdiarian | L1 | 11/2005 |
| Alma B Brown | M432 | 03/2006 | Leonard S Dibella | L1 | 06/2014 |
| Edward E Brown Jr | M432 | 01/2020 | Joseph L Dibenedetto Jr | M 14 | 04/2018 |
| Robert L Brown | MAL | 03/2020 | John E Dillabough | M503 | 01/2009 |
| Joseph Bruschi | M612 | 02/2019 | James E Dingess | B4 | 11/2012 |
| Stella Brzozowski | M612 | 08/2009 | Carmelo Dipietro | B4 | 02/2012 |
| Harry J Budo | N 38 | 03/2019 | Dorothy Dix | M 14 | 12/2002 |
| Daniel J Burke | MAL | 04/2020 | James G Donahue | M 14 | 01/2005 |
| Thomas J Burke | M6505 | 01/2020 | Theodore H Doyle | M4535 | 07/2010 |
| Charles E Cannon | N2 | 09/2018 | Virginia Dugan | M612 | 05/2019 |
| Jerry C Carnahan | M 25 | 09/2019 | Geraldine Dunbar | C4 | 10/2009 |
| Charles T Cavanaugh Sr | M 17 | 07/2019 | Mary Dutton | M612 | 07/2020 |
| Frank P Cermak | M458 | 03/2005 | Jesse H Dykes Jr | M 14 | 04/2011 |
| Paul K Chapman | M 25 | 08/2007 | Paul M Eagle | M 25 | 09/2019 |
| Jean M Charles | M612 | 04/2020 | Glicerio M Ebuna | S625 | 06/2010 |
| Wilner Cherisme | M612 | 04/2019 | William H Ehlers | M508 | 01/2008 |
| June V Christiansen | M577 | 01/2020 | Jack L Ellsworth | L1 | 01/2013 |
| Thomas L Christy | N2 | 05/2008 | James N English | N2 | 10/2018 |
| Paul M Cicchetti | N2 | 07/2018 | Carl N Erickson | M 14 | 06/2013 |

| NAME | LOCAL | DOD | NAME | LOCAL | DOD |
|----------------------|--------|---------|-----------------------|-------|---------|
| J C Farr | M508 | 07/2000 | Robert H Kaiser | N2 | 05/2014 |
| John A Fennelly | N2 | 11/2016 | Stanley Kam | T996 | 05/2020 |
| Melvin V Fetters | M518 | 11/2009 | Arthur B Kane | L1 | 10/2018 |
| Richard A Fladie | MAL | 12/2019 | Abe Katzman | B119 | 01/2006 |
| Kendrick E Ford | MAL | 04/2002 | Albert Kazarian | L1 | 04/2008 |
| Robena F Foster | S527 | 06/2005 | Joe M Kephart | M197 | 02/2019 |
| Elliott F Foy | M285 | 10/2013 | George C Kiefer | M 14 | 10/2013 |
| Carl Fraser | M388 | 12/2008 | Donald R Kilgore | M285 | 10/2013 |
| Willa J Frazier | M235 | 10/2019 | Louise King | T853 | 04/2010 |
| Sarah Frederick | M 25 | 02/2020 | Paul S King | M388 | 03/2006 |
| Louise A Frost | B4 | 04/2010 | Walter L Klock | M 14 | 07/2009 |
| Geneva Fuller | M 14 | 04/2016 | Walter Knowlton | M514 | 06/2009 |
| Michael B Gallagher | C406 | 12/2011 | Kachadour Kojoian | N3 | 11/2019 |
| Norberto Garcia | B119 | 10/2014 | Alice D Korzen | MAL | 01/2020 |
| Donald George | C137 | 02/2020 | Charles J Krejci | M577 | 09/2008 |
| Steven P Gimont | M 25 | 06/2006 | Renwick J Kruger | T996 | 04/2018 |
| Gary A Gloden | M518 | 03/2019 | Edward L Krzywanos | M458 | 08/2006 |
| Edgar R Gobeille | L1 | 11/2013 | Joseph E Kuchta | M458 | 07/2007 |
| Paul Golka | C406 | 03/2020 | Ray Lallemand | M508 | 11/2009 |
| John T Gorddard | L1 | 02/2005 | Frank Lamarca | M458 | 08/2019 |
| Ethel Gravitt | S527 | 09/2010 | Bud Lambert | N 16 | 07/2009 |
| Esther L Green | M 17 | 12/2018 | Anne Lane | M514 | 09/2018 |
| Rose M Green | M508 | 12/2010 | Daniel R Laneville | L1 | 10/2010 |
| Robert G Grinkemeyer | M 25 | 05/2007 | Charles F Lange | M 25 | 11/2013 |
| Donald J Gullickson | P 77 | 12/2003 | John E Langenbach | L1 | 11/2014 |
| Robert J Haag | B4 | 05/2016 | Edward E Larkin | L1 | 03/2010 |
| Mark E Hainey | N3 | 04/2012 | John K Larkin Jr | N2 | 08/2018 |
| Robert J Hall | M543 | 07/2018 | Robert M Lawler | T455 | 09/2016 |
| Edna L Hammel | MAL | 08/2018 | Malcolm E Lawrence Jr | M285 | 10/2009 |
| Mark E Harris | C406 | 07/2014 | Opal Lawson | M514 | 04/2005 |
| William E Harris | M285 | 08/2018 | Earl H Lee | T853 | 11/2006 |
| Patrick Hartigan | N2 | 04/1989 | James P Lee | M197 | 11/2018 |
| Clarence E Hartman | M 25 | 11/2010 | Joseph J Leising | M508 | 11/2006 |
| Laura T Henry | M 14 | 05/2013 | Helen Lennon | L1 | 04/2020 |
| Luciano V Hernandez | B119 | 06/2004 | James E Lenz | B1 | 04/2011 |
| Dayle A Herschell | M235 | 01/2019 | Charles W Lewis Jr | M 25 | 04/2019 |
| Harold F Hess | N2 | 07/2007 | Nicholas J Licalzi | M 14 | 03/2017 |
| Lawrence D Hickey | S625 | 07/2018 | Jeanne K Lies | M235 | 02/2019 |
| Howard W Higgins | M508 | 06/2007 | David W Lilly | M285 | 11/2014 |
| James M Higgins | M241 | 12/2019 | Francis Lind | C4 | 12/2009 |
| Alfred C Hobbs | M4535 | 06/2018 | Thomas J Lindquist | M1 | 02/2019 |
| Lorraine M Hoffman | MAL | 05/2007 | Sammy L Lipe | M197 | 10/2019 |
| Edward Hollingsworth | MAL005 | 08/2018 | Catherine G Little | N3 | 02/2020 |
| H F Holmes | N 16 | 12/2010 | Robert C Locke | M514 | 03/2007 |
| Wayne S Horswell | T572 | 11/2018 | James E Long | MAL | 02/2005 |
| John Hudak | M 14 | 07/2013 | Samuel J Long | M 14 | 12/2010 |
| Emma R Hughes | M 17 | 10/2014 | Thomas J Luckett | C 72 | 10/2010 |
| Donald J Hula | M458 | 10/2007 | John Lukach | M388 | 12/2019 |
| Carl E Hunneman | M612 | 08/2002 | Lela C Lummus | M197 | 07/2010 |
| Joyce E Hunter | M518 | 06/2020 | Benjamin Lunetto | M458 | 05/2005 |
| David A Iacone | M 14 | 06/2007 | Guy D Lupton | M458 | 10/2014 |
| John S Iannatuono | M 14 | 09/2000 | Frank N Lynch | N3 | 05/2019 |
| William L Incontro | M197 | 04/2011 | Harry P MacCartney | M 14 | 03/2007 |
| Miriam Faery Irvin | M197 | 03/2016 | Sharon A Mack | M503 | 01/2020 |
| Ellston G Isbell | M 58 | 02/2002 | Norman C Mackenzie | M285 | 10/2018 |
| William K Iseli | C 72 | 12/2019 | Chesley W Maharry | M197 | 06/2020 |
| Jack W Isenberg | N3 | 05/2005 | Calvin Maher | M568 | 08/1998 |
| Robert L Ison | C443 | 11/2019 | Emma Malone | M 25 | 03/2019 |
| John Izzi | M 14 | 10/2014 | Mary A Markovic | L1 | 12/2019 |
| Georgia B Johnson | C4 | 02/2006 | Charles Martin Jr | M 25 | 06/2020 |
| Gordon A Johnson | T572 | 10/2011 | Evelyn I Martin | M285 | 02/2009 |
| John D Johnson | C 22 | 02/2007 | James M Martin | M4535 | 04/1984 |
| Milton Johnson | T117 | 12/2009 | | | |
| Robert L Judy | M285 | 10/2019 | | | |

Continues on page 16

Tom Keegel, 'Great Person, Union Leader, Friend'

Thomas C. Keegel, former Teamsters general secretary-treasurer and a beloved figure in union ranks who played a pivotal role in the 2005 merger of the GCIU and IBT, died Nov. 19 after a long illness. He was 79.

"This is a tragic loss of a great person, union leader and friend," said GCC/IBT president emeritus George Tedeschi who said Keegel's generosity and spirit of cooperation during merger talks helped forge a "powerful alliance that has 'greatly benefited' both organizations.

In a note to IBT principal officers, local unions and joint councils, Teamster General President James Hoffa credited Keegel with helping the union achieve financial stability.

"Tom Keegel was a strong partner in rebuilding the strength and power of the Teamsters union," Hoffa said. "Together we rebuilt the finances of the union and established a dedicated strike fund. He exemplified what it means to be a Teamster. He is going to be dearly missed by all who knew him."

Known for his outgoing personality and spirited, give-'em-hell speaking style, Keegel earned thunderous ovations from audiences at union conventions.

His view of greedy business executives and anti-union politicians was especially evident in a signature sign-off that unfailingly brought the crowd to its feet: "They can kiss my ass." Keegel twice addressed GCC/IBT conventions with the same stirring results. "People loved him," Tedeschi said.

Born on Sept. 27, 1941 in Minneapolis, Keegel began his career as a truck driver and member of IBT Local 544. He served in a number of union offices, including president of Joint Council 32, and Local 120, which merged with Local 544. He was elected IBT general secretary-treasurer in 1998 and re-elected in 2001 and 2006. Keegel retired in 2012 and was named IBT general secretary-treasurer emeritus.

To advance the GCIU-IBT alliance, Keegel attended the 2004 GCIU convention in Las Vegas and presented the merger agreement. He assured delegates that the GCC/IBT would retain its autonomy – a major concern of GCIU members – and that the agreement would strengthen both organizations.



At union conventions, Keegel's spirited speaking style unfailingly brought union members to their feet as he made clear his impatience with greedy executives and anti-union politicians. 'People loved him,' said George Tedeschi, GCC/IBT president emeritus.

After the merger, Tedeschi said, Keegel helped the GCC/IBT recover from what had been a "deteriorating" financial situation and build the "groundwork" for a secure future. "He was always available to help," Tedeschi said. "Tom was a loyal ally. We will be grateful forever."

Keegel is survived by his wife, Patricia, and daughters, Holly, Heather and Heidi. Because of public health precautions associated with the covid-19 pandemic, funeral services were private.



LEFFERTS INSTITUTE FOR JOURNALISM VIA GOOGLE IMAGES

Sad News: SLC Dailies go Digital

At year's end, the presses stopped rolling at the 150-year-old Salt Lake City Tribune – another print industry casualty owing to economics and the Internet.

Except for weekly news digests mailed to subscribers, The Tribune has gone digital. Its joint publishing partner, the Deseret News, owned by The Church of Jesus Christ of Latter-day Saints, plans a similar move early this year.

Editors promised to continue vigorous news coverage but abandonment of two legacy print newspapers in a major American city again reveals a sector under severe strain.

Ken Doctor, a media analyst who writes the Newsonomics blog, said the end of daily print journalism in Salt Lake shows “how deep the reckoning is for the American newspaper industry going into 2021,” according to the Associated Press.

In 2019, the AP found that approximately 1,400 U.S. cities had lost a newspaper over the previous 15 years. Papers in New Orleans and Pittsburgh do not print every day, the AP said, and Youngstown, Ohio, a city of 65,000 in a metro area of 540,000, has been without a daily since the 150-year-old Youngstown Vindicator closed more than a year ago.

Late last year, the Philadelphia Inquirer announced it was shifting production to a union facility in New Jersey owned by Gannett. As many as 500 Inquirer employees – including perhaps 50 members of the GCC/IBT – stand to lose their jobs. Recent developments in Salt Lake could cost the jobs of another 30 GCC members.

The situation is dire for American newspapers and their employees, said GCC/IBT president Kurt Freeman. “Very sad.”



‘Back to Salt Mines?’ Some Joke

This was too much even for the Republican-dominated NLRB.

Board members ruled against the publisher of The Federalist, a conservative online magazine, for saying in a tweet that staff members would be sent “back to the salt mine” if they organized a union, according to the Bloomberg Law website.

“We find that employees would reasonably view the message as expressing an intent to take swift action against any employee who tried to unionize,” the NLRB said.

Publisher Ben Domenech’s “salt mine” reference suggested management’s response to a union drive would be “adverse” and, as such, the message violated labor law, the board said.

Even if Domenech was joking, the tweet was improper, according to board members, who ordered Domenech to delete the “salt mine” crack from his Twitter account.

Aditya Dynar, a lawyer for The Federalist, said the magazine would challenge the ruling in federal appeals court, Bloomberg reported.

The board lacks a “sense of humor,” she said.

Who’s she kidding?



PROXYPREVIEW.ORG VIA GOOGLE IMAGES

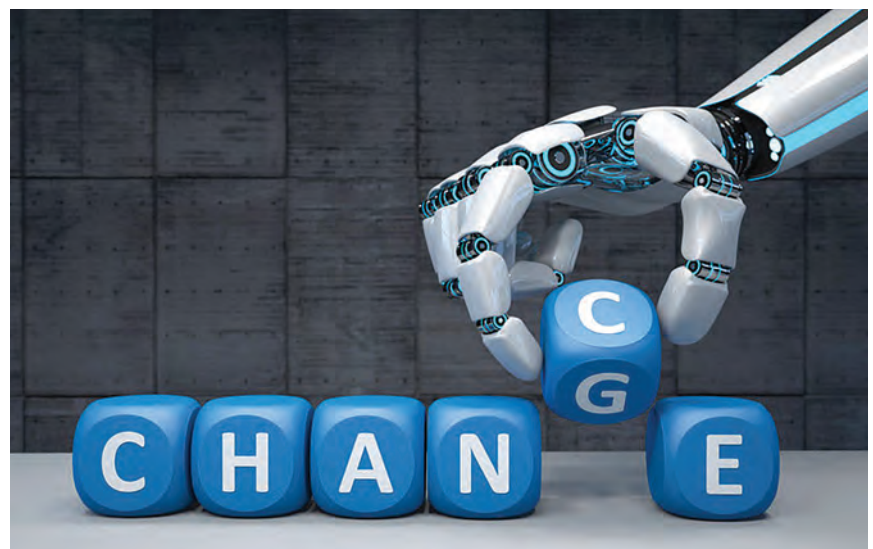
\$3 million Settlement at LA Times

The Los Angeles Times and Tribune Publishing must pay \$3 million to settle a lawsuit brought by minority and women journalists who claimed they were paid less than white male staff members in violation of California anti-discrimination law.

“This puts the company on notice that women and people of color have to be valued – and paid – just as much as white men,” said Bettina Boxall, a Pulitzer Prize-winning reporter who was lead plaintiff in the class action suit, according to a story in the L.A. Times.

Minority and women reporters and editors took legal action after pay information was revealed during a successful 2018 union drive by NewsGuild, a branch of the Communications Workers of America. Nearly 240 current and former staff members employed between Feb. 14, 2015 and Oct. 26, 2020 will be eligible for back pay, the Times reported.

Tribune Publishing of Chicago owned the Times until June 2018, when it was sold to billionaire Los Angeles physician, Patrick Soon-Shiong, and his wife, Michele, a former actress. The \$3-million settlement will be paid by the two companies and their insurance carriers.



GLOBAL FEMALE LEADERS VIA GOOGLE IMAGES

A Great Job Market – for Robots

Workers are suffering during the coronavirus epidemic but one group is doing well: Robots.

The Federal Reserve Bank of Philadelphia said companies increasingly are using machines to do the work of humans as public health concerns persist, the Philadelphia Inquirer reported.

Americans in racial and ethnic minorities – many working in the service sector – are at particular risk, the reserve bank said, according to the Inquirer.

Minority workers faced 5.1 more job losses per 100 jobs than those held by whites, the Inquirer said, perhaps because blacks and Latinos often hold jobs – including some in the food service industry – that can’t be done at home but are candidates for automation.

“Policymakers need to rethink how to improve the safety net for workers abruptly displaced by the pandemic, who also face an imminent risk of being replaced by technology,” the Fed observed.

So-called “automatable” jobs – retail clerks and bank tellers, for instance – lost 4.2 more jobs per 100 than workers like nurses, plumbers and teachers who were at less risk, according to Fed data quoted in the Inquirer story.

“The jobs threatened by automation are not evenly distributed across society,” the Fed report said.

Many jobs could be permanently lost if the pandemic is not brought under control, the Fed analysis said, according to the Inquirer.

“The actual impact of automation thus could be either relatively modest or quite serious, ultimately depending on when the coronavirus can be contained and how firms and the government respond to automation technologies,” the Fed report said.



Everyday Savings



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Learn more
at unionplus.org



In Memoriam

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

| Local | Date of Death | Local | Date of Death |
|---|---------------|---------------------------|---------------|
| Death Benefit Claims Paid April 2018 | | | |
| 577M Nancy V Parker | 02-15-18 | 1B Cruz David Jara | 01-04-18 |
| 577M Dale R Sonnemann | 02-08-18 | 1B Shirley A Pfeil | 04-27-18 |
| 853T Alfred H Boyd | 02-19-18 | 1L John A Jones | 10-29-17 |
| 853T Donald C James | 02-01-18 | 1L Bernard Kelly | 04-06-18 |
| 853T Bartholomew Meier | 02-22-18 | 1L Louis R Lucia | 04-06-18 |
| 853T Helen F Murray | 12-16-17 | 1L Louis P Rao | 03-23-18 |
| 999ML Wilson L Burt | 01-22-18 | 1L Fred W Sauer | 12-10-17 |
| 999ML Raymond A Labar | 01-11-18 | 1L George Vlanis | 03-22-18 |
| 999ML Thomas D Reimer | 04-06-18 | 1L Henry F Zaleski | 12-20-17 |
| 999ML Edgar E Riffel | 05-02-17 | 1M Ernest A Fritz | 04-14-18 |
| 999ML Constance M Spiewak | 02-01-18 | 3N William H Flannagan Jr | 01-05-18 |
| 2289M Nicholas S Aubry | 02-26-18 | 3N Robert E Mitchell | 04-03-18 |
| 2289M Elmer B Kunnath | 02-24-18 | 3N Joseph T Richards, Sr | 04-12-18 |
| 6505M Phillip A Cortopassi | 02-22-18 | 4B Steven J Paul | 02-22-18 |
| 6505M Joseph J Dietrich Sr | 10-27-17 | 4C Jennie J Coley | 02-27-18 |
| 6505M Claude E Vandervort, Jr | 02-24-18 | 4C John J Mack | 02-22-18 |
| 6505M Alva D Vaughn | 11-23-17 | 13N Donald J Koltunowicz | 12-29-16 |
| 6505M David H Wolff | 03-01-18 | 14M David J Benson | 04-07-18 |

| Local | Date of Death | Local | Date of Death |
|---|---------------|----------------------------|---------------|
| Death Benefit Claims Paid May 2018 | | | |
| 14M James G Ernst | 11-16-17 | 14M James P Dearden | 04-08-18 |
| 14M June K Greenawalt | 04-09-18 | 518M Kent J Efnor | 03-29-18 |
| 14M Thomas I Hale, Sr | 04-18-18 | 546M Joseph W Avery | 01-27-18 |
| 17M James Sylvester, Sr | 04-12-18 | 546M Paul Litvin Jr | 01-31-18 |
| 38N Arthur A Meinhardt | 12-08-17 | 546M William L Mckeown, Sr | 02-20-18 |
| 72C William M Lohmar | 03-08-18 | 546M Marilyn Merlino | 04-22-18 |
| 72C Roland R Richards | 12-28-17 | 546M Joann Mooneyhan | 02-23-18 |
| 77P Marvin W Meyer | 04-27-18 | 546M Kenneth R Stevenson | 03-07-18 |
| 77P Norman F Westphal | 04-13-18 | 546M Charles H Wayman, III | 04-19-18 |
| 100M Frank A Mccloskey | 02-28-18 | 555M Claude Berard | 04-27-18 |
| 119B Elizabeth Hubbard | 03-27-18 | 555M Jean-Paul Cyr | 03-23-18 |
| 119B William A Redshaw, III | 04-24-18 | 555M Marcel Drouin | 03-19-18 |
| 137C Donald R Clifton | 04-07-18 | 555M Romeo Leblanc | 04-26-18 |
| 197M Marcus T Billingsley | 02-22-18 | 568M Rhett J Sample, Sr | 04-07-18 |
| 197M Eldridge Gilliam | 04-18-18 | 572T William Foster | 04-04-18 |
| 197M Charles R Stipes Sr | 04-01-18 | 572T Billy D Palone | 03-12-18 |
| 355T Joseph E Carolan | 04-25-18 | 577M George Korakian | 03-13-18 |
| 458M Leroy A Depatie | 04-11-18 | 577M Jerry R Laganowski | 03-23-18 |
| 458M Tuong V Lam | 04-13-18 | 577M Richard A Lindemann | 04-08-18 |
| 458M Richard J Maday | 03-22-18 | 577M Eva R Reinhardt | 03-31-18 |
| 458M William F Malpede | 03-30-18 | 577M Virginia V Webster | 02-11-18 |
| 458M Edward D Mars | 04-05-18 | 577M Leon M Wickersham | 02-07-18 |
| 458M William J Martens Jr | 04-18-18 | 853T Shirley A Blodgett | 04-14-18 |
| 458M Michael J Mulcahy | 02-25-18 | 853T Ronald T Gallant | 10-18-17 |
| 458M James O Taulbee | 03-22-18 | 853T Neal S Jeppson | 04-26-18 |
| 503M David F Hoppy | 09-01-10 | 853T Donald J Phillips | 12-31-17 |
| 508M Harold B Jackson | 03-28-18 | 853T Alfred Scheuermann | 03-23-17 |
| 508M Walter L Martin | 01-25-18 | 999ML Walter Anselm | 01-28-18 |
| 508M Patty L Miller | 11-26-17 | 999ML Reginald J Barker | 04-11-18 |
| 508M Charles T Myers, Jr | 02-09-18 | 999ML James R Carpenter | 04-16-18 |
| 514M Maxine O Myers | 03-09-18 | 999ML George Jany | 04-16-18 |

| Local | Date of Death | Local | Date of Death |
|----------------------------|---------------|------------------------|---------------|
| 518M Kent J Efnor | 03-29-18 | 999ML Perry F B Tanner | 04-13-18 |
| 546M Joseph W Avery | 01-27-18 | 2289M Francis A Demske | 04-14-18 |
| 546M Paul Litvin Jr | 01-31-18 | 2289M Raymond Morales | 03-04-18 |
| 546M William L Mckeown, Sr | 02-20-18 | 2289M Youree A Roddy | 04-13-18 |
| 546M Marilyn Merlino | 04-22-18 | 6505M Rickey J Putman | 12-21-17 |

| Death Benefit Claims Paid June 2018 | | | |
|--|---------------|---------------------------|---------------|
| Local | Date of Death | Local | Date of Death |
| 1B Pearl M Arndt | 05-14-18 | 1C Lloyd C Lucas | 04-01-17 |
| 1L Michael J Caslin Jr | 02-16-18 | 1L Matthew P Harte | 05-18-18 |
| 1L Matthew P Harte | 05-18-18 | 1L Myers H Jadatz | 04-03-18 |
| 1L Robert S Kelly, Sr | 05-08-18 | 1L George H Lusch | 04-23-18 |
| 1L George H Lusch | 04-23-18 | 1L Robert P Mccanus | 07-22-17 |
| 1L Robert P Mccanus | 07-22-17 | 1L Ara Onbashian | 04-04-18 |
| 1L Leonard G Speicher | 12-02-17 | 1M Thomas W Hickerson | 05-14-18 |
| 1M Thomas W Hickerson | 05-14-18 | 1M Richard W Jex | 04-23-18 |
| 1M Richard W Jex | 04-23-18 | 1M Charles Madsen | 01-09-05 |
| 1M Charles Madsen | 01-09-05 | 1M Lawrence A Popowitz | 07-23-16 |
| 3N Caleb G Alcott | 08-06-17 | 3N George W Cameron | 05-12-18 |
| 3N George W Cameron | 05-12-18 | 3N Robert F Mccaffrey, Jr | 04-28-18 |
| 3N Robert F Mccaffrey, Jr | 04-28-18 | 3N Rosalia Nuble | 12-12-17 |
| 3N Rosalia Nuble | 12-12-17 | 3N Frank J Osmer Jr | 05-04-18 |
| 3N Frank J Osmer Jr | 05-04-18 | 3N John E Potts Sr | 05-01-18 |
| 3N John E Potts Sr | 05-01-18 | 4B Huston Nipper | 03-22-18 |
| 4B Huston Nipper | 03-22-18 | 4C Dolores Ragone | 04-13-15 |
| 4C Dolores Ragone | 04-13-15 | 4C Richard N Schell | 02-09-18 |
| 4C Richard N Schell | 02-09-18 | 14M Edward W Cole | 01-03-18 |

Unpaid Benefits

Continued from page 13

| NAME | LOCAL | DOD | NAME | LOCAL | DOD |
|---------------------|-------|---------|----------------------|-------|---------|
| Nicole Martin | M555 | 03/2018 | Clarence W Merritt | S527 | 08/2019 |
| Margaret Matthies | B119 | 05/1997 | Paul Meskan | M458 | 10/2018 |
| Joseph R Mayer | MAL | 09/2009 | Glenn F Michaelson | M568 | 01/2019 |
| Edward McCann | M4535 | 07/2020 | Donald L Miles | S712 | 04/2020 |
| Thomas McCormack | M241 | 06/2018 | Marvin E Millard | MAL | 05/2006 |
| Donna J McCullar | T117 | 06/2011 | Beatrice Miller | B119 | 04/2020 |
| Gerald R McGowen | T117 | 05/2012 | Sidonia C Millfelt | M6505 | 04/2019 |
| Harold F McGuire | M388 | 02/2009 | Maxine K Mills | T996 | 09/2019 |
| Thomas E McGuire Jr | M1 | 06/2019 | Bronius Milunas | M 25 | 06/2018 |
| John W McKean | M 14 | 01/2020 | John R Mingus | M 25 | 04/2020 |
| Patrick J McKenna | N2 | 04/1999 | Anthony R Misiura Sr | M241 | 10/2016 |
| Dollie L McNate | M 14 | 12/2016 | Hideo Miyahira | T996 | 10/2005 |
| Miguelena Melendez | N3 | 04/2001 | David F Moberg | M1 | 09/2008 |
| P Mercer | M388 | 01/1997 | James L Mohler | M518 | 04/2019 |
| Arthur R Merrick | M197 | 03/2010 | Donald T Morris | M197 | 11/2005 |

| NAME | LOCAL | DOD | NAME | LOCAL | DOD |
|-------------------------|-------|---------|----------------------|-------|---------|
| Walter T Mount Jr | L1 | 10/2005 | Melvin G Sherman | L1 | 10/2016 |
| Joseph V Murphy | C1 | 03/2009 | Edward R Shiel | L1 | 11/2010 |
| Nolan D Naquin | M197 | 10/2019 | Varon Martin Shimp | M285 | 06/2014 |
| Samuel F Neeper | M388 | 05/1998 | Adela T Shiraishi | T996 | 12/2019 |
| Joseph A Neff | N 16 | 05/2019 | Richard E Shultz | C4 | 04/2019 |
| William Nemeth | M 25 | 12/2010 | Frank Shusterman | T572 | 12/2008 |
| William I Newman | M 25 | 03/2003 | Dale Skoglund | T853 | 10/2018 |
| Pierce A Nichols | S527 | 09/2005 | Dorothy J Slaten | MAL | 07/2018 |
| Donald O Norrbom | M1 | 09/2012 | Jean Sloan | MAL | 05/2012 |
| May Nugent | M612 | 12/2019 | Joseph M Small | M 14 | 08/2016 |
| Melvin G Nyman Sr | P 77 | 04/2008 | Thomas R Smallwood | N 23 | 10/2008 |
| Alexander D O Shea | M367 | 11/2018 | Earl A Smith | M4535 | 04/2013 |
| Paul O'Connor | M241 | 02/2020 | Earl B Smith | M 25 | 04/2009 |
| James A O'Neill | M 14 | 09/2012 | Gilbert L Smith | M 25 | 10/2019 |
| Wolfgang Obermeier | M508 | 01/2008 | Lawrence E Smith | M285 | 03/2016 |
| Tom O'Brien Jr | M568 | 12/2004 | John G Socholotuk | M1 | 06/2010 |
| Francis J Ochs | N3 | 08/2018 | Manuel L Souza | N3 | 05/2014 |
| Harold E Owens | T572 | 07/2012 | E C Sparks | M747 | 05/1997 |
| Joseph F Owens | M 25 | 05/2006 | Lawrence Splane | M 25 | 11/2007 |
| Nicholas V Pacatte | T117 | 07/2013 | William L Stafford | M 14 | 05/2014 |
| John Padusis | M 14 | 09/2008 | Edward Stancavage | M241 | 03/2019 |
| Stanley F Palczewski Jr | C 72 | 08/2018 | Lester F Starner | T355 | 04/2012 |
| Eleanor Palmer | M 14 | 01/2012 | Joseph K Stetina | M 14 | 04/2020 |
| Geraldine Pappaso | M612 | 06/2020 | Herbert J Stewart Jr | M241 | 02/2020 |
| William Pappas | L1 | 06/2006 | Lacey Stewart | S527 | 12/2005 |
| Ima J Parks | M342 | 01/2004 | Mary A Stewart | M514 | 02/2007 |
| Vincent W Pasken | M503 | 05/2005 | Richard H Stubbs | M 14 | 04/2014 |
| Innocenta A Pastore | M458 | 06/2011 | Eugene Swaney | M568 | 10/2007 |
| Frank T Pavlik | MAL | 01/1998 | Eleanor Salejko | C4 | 02/2016 |
| Dennis Payne | M197 | 11/2018 | Addison J Tanner | M508 | 07/2012 |
| Charles Pedro | M367 | 03/1984 | Garlene A Tavares | T853 | 12/2019 |
| James E Pender | C 72 | 04/2011 | Sherman D Taylor | C 72 | 08/2018 |
| William Perepchuk | L1 | 09/2006 | Murray S Tenney Jr | C 22 | 01/2007 |
| Ruben Perichi | M612 | 05/2020 | William G Theado | M 25 | 05/2009 |
| Guenther H Petersen | T853 | 05/2020 | Paul J Thelen | M458 | 10/2005 |
| Donald G Pitko | M 24 | 06/2019 | Edith Thomas | M 14 | 11/2018 |
| Herbert Pittrof | M503 | 09/2005 | Randy Thompson | M197 | 07/2020 |
| John R Porter | M 25 | 09/2010 | James R Thrun | M577 | 05/2019 |
| John Potter | M 14 | 11/2010 | John T Toepper | M514 | 11/2007 |
| Ana M Price | T853 | 05/2006 | Gretel Tolemy | M458 | 07/2018 |
| Talmer P Proctor | S625 | 11/2010 | Theresa Torres | L1 | 10/2014 |
| Marc Pufeles | MAL | 04/2010 | Jose A Trujillo | B119 | 04/2020 |
| James E Queen | M508 | 06/2009 | Grace Turk | M612 | 03/2011 |
| David F Rainey | M503 | 03/2015 | Loy T Turley | M4535 | 03/2020 |
| Mildred B Raley | M197 | 08/2018 | Eugene Tyson | M 14 | 08/2018 |
| Steven L Randen | M1 | 09/2012 | Hideko Uyeda | T996 | 02/2019 |
| La Verne R Rang | M 17 | 07/2010 | Thelma Van Zele | M518 | 12/2011 |
| Robert J Rawlings | M 25 | 01/2020 | William J Vanselow | M 24 | 07/2018 |
| J H Reavey | N3 | 10/2018 | Ruth M Vassar | MAL | 06/2018 |
| Norbert F Redell | M503 | 11/2016 | Francis E Voldenberg | M241 | 11/2008 |
| John C Redmond | M503 | 02/2006 | Jon Wagner | M197 | 08/2019 |
| Everett Reid | L1 | 01/2020 | Richard B Waldron | T572 | 05/2013 |
| Gerald H Reynolds | M1 | 05/2008 | Charles T Walker | M197 | 02/2020 |
| William J Ricci | N2 | 06/2011 | James S Wallace Jr | MAL | 11/2015 |
| Samuel H Roark | T572 | 03/2011 | Robert C Walulik | T572 | 07/2020 |
| Joyce Y Roberts | M197 | 06/2008 | Francis J Ward | L1 | 07/2013 |
| Harry C Robertson | MAL | 10/2008 | Thomas Wareing | T853 | 07/2020 |
| Dallas J Robinson | M197 | 09/2017 | W Raymond Weaver | M 17 | 06/2009 |
| Daniel R Robinson | M1 | 11/2015 | Louis A Weisbrod | C137 | 01/2017 |
| Ruthie Robinson | M514 | 03/2020 | James O Wentworth | M 58 | 07/2019 |
| William J Rocchio | T455 | 01/2017 | Thomas M West Jr | T572 | 07/2005 |
| Joseph Roche | L1 | 05/2007 | John W Whittier Jr | M367 | 04/2011 |
| Frank M Roderick | N3 | 02/2020 | Millard Widner | M458 | 05/2019 |
| Dorothy Rouse | M 14 | 12/2018 | Kenneth C Wilbur | M503 | 10/2005 |
| George W Rowe | M458 | 12/2008 | Charles Williams | B119 | 04/2006 |
| Moshe Ruben | L1 | 09/2018 | James E Williams | B119 | 07/1998 |
| Edward S Ryan | L1 | 04/2020 | Norman R Williams | G591 | 07/2017 |
| James G Ryan | L1 | 05/2009 | Anna Willoughby | B119 | 06/2002 |
| Dorothy Schoonmaker | M 14 | 01/2008 | C E Wilson | M508 | 02/2013 |
| Robert J Schutz | M458 | 11/2006 | Willie L Wilson | M1 | 01/2019 |
| Izu Schwartz | M4535 | 02/2004 | Allen L Winebrenner | M518 | 10/2008 |
| Sara Schwartz | M458 | 08/2018 | Jean Wojtowicz | B1 | 11/2018 |
| Andrew H Scott | M 14 | 11/2009 | Vincent Wolk | M6505 | 11/2006 |
| Larry E Scott | S527 | 07/2020 | Norman H Wuebber | L1 | 03/2019 |
| Angelo E Serafin | L1 | 03/2020 | Luther W K Yam Sr | T996 | 06/2019 |
| Joseph D Serra | C 72 | 06/2001 | Charles E Yoos Jr | L1 | 06/2019 |
| Donald R Severin | P 77 | 07/2010 | Robert York | M458 | 06/2008 |
| Hugh R Sharp | M197 | 11/2018 | Edward R Young | M 14 | 11/2005 |
| John C Sharp Sr | M197 | 10/2019 | Stanley Young | M 25 | 03/2009 |
| Eugene J Shaw | M518 | 05/2020 | William J Zakaroff | N2 | 08/2017 |
| John J Shay Jr | N3 | 11/2015 | James Zelinski | M458 | 12/2012 |
| Louise Shea | T117 | 08/2013 | George E Zorgo Jr | M241 | 06/2020 |
| Gene Sheets | M 17 | 10/2009 | Hyman Zuk | T572 | 11/2005 |
| William G Sherick | MAL | 12/2011 | | | |

Education is a Lifelong Journey