

# Graphic Communicator



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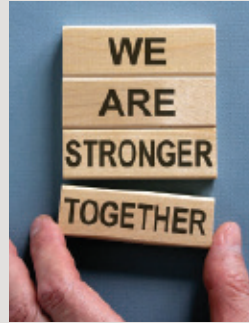
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## Gallup Finds New Support For Unions In Latest Poll



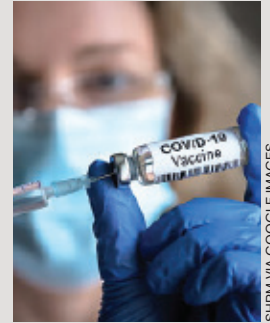
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## Nationwide Search Ends With 'Standout' GCC Organizer



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## Vaccine Order Poses Tough Questions for Labor Leaders



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### TOP STORY

# Employees Ask 'Is There Better Way?' As Pandemic Alters the World of Work

By Fred Bruning  
*Graphic Communicator*

**A**re American workers at a turning point? The covid-19 pandemic imposed hardship on millions but analysts wonder if, amid the disruption and loss, workers – and unions – might at last have gained an edge.

As employers struggle to find employees and “help wanted” signs show up in windows of shops and restaurants nationwide, a vigorous discussion about the nature of employment, pay equity – and the very meaning of work – is underway.

“We have an unprecedented opportunity right now to reinvent, to create workplace culture almost from scratch,” said Joanne Lipman, former editor in chief of USA Today, in a Time magazine essay. “It’s time to allow the creative ideas to flow.”

Experts say that people who lost jobs or worked from home during the health crisis gained a rare opportunity to take stock of their lives, assess the future, and wonder: “Is there a better way?”

The question arises in union ranks, too.

“The world is changing as a result of this pandemic,” said Steve Sullivan, president of Local 3-N, Boston. “Many of us in blue collar jobs were taught to work all the overtime offered – including on weekends and holidays – and, unfortunately, family life sometimes took a back seat.”

But since the health crisis, Sullivan said, workers are more aware of “how fragile life is.”

Job openings are available at many GCC/IBT shops, Sullivan said, and extra pay may no longer be top priority.

“Workers are now demanding a better work-life balance as a priority at the bargaining table,” said the 3-N leader. “It is a core issue and I believe that it will be one of the many permanent legacies of covid-19.”

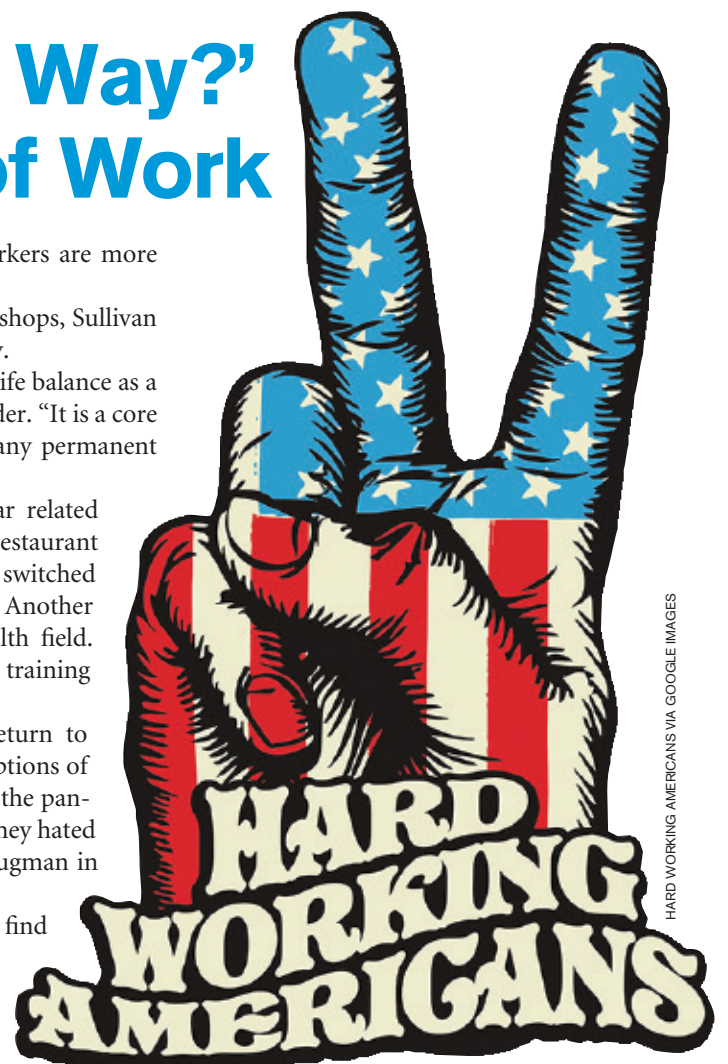
An Associated Press account earlier this year related the stories of individual workers – a bartender, restaurant server, retail sales employee – who resigned and switched careers. One quit to take college courses in film. Another prepared for an administrative role in the health field. The retail worker now is employed as a career training professional.

“...the reluctance of some Americans to return to work reflects multiple factors – things like perceptions of risk, lack of child care and...the fact that during the pandemic some workers came to realize how much they hated their jobs,” said Nobel Prize economist Paul Krugman in his New York Times column.

Those sticking with the same employer may find they have unexpected clout.

“We think of worker power as basically

*continues on PAGE 8*



HARD WORKING AMERICANS VIA GOOGLE IMAGES

This issue of the Graphic Communicator Includes a Notice on Worker Objections to Agency Fees

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Printed in the USA

## North American Newspaper Conference meeting in Scottsdale, Arizona.

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WEBER COUNTY LIBRARY SYSTEM VIA GOOGLE IMAGES



# WHERE I STAND

KURT FREEMAN GCC/IBT PRESIDENT

## Our Leaders Must Serve The Common Good and Not Their Own Ambitions

IT WAS A STRANGE SUMMER.

In many places, life looked sort of “normal.”

After more than a year of hunkering down because of covid, people were ready to get back to familiar routines. Popular restaurants were packed, beaches crowded, airports jammed.

But the Delta variant swooped in and posed a new threat, especially to unvaccinated individuals.

Health experts found it particularly worrisome that children – once thought to be at low risk – were becoming infected in greater numbers. By mid-summer, approximately 2,000 children were hospitalized in the United States.



Making matters worse were the ill-advised steps of some Republican governors to outlaw school mask mandates – a cynical and dangerous effort to build right-wing support with hollow cries of “personal freedom.”

Some courageous administrators – backed by teachers’ unions – defied the senseless anti-mask orders but conservative elected officials pressed ahead, regardless of the dangers posed by sending children to class without protection.

The regrettable, me-first approach of anti-mask politicians reminded me how much we need competent, caring, informed leadership.

Elected office is a high calling and, indeed, no one is perfect – and we shouldn’t expect perfection in any leader.

But dedication to interests beyond your own is essential. The common good must come first, not petty hopes for personal popularity or the lure of higher office.

It is no different in the world of organized labor.

Union members know that at every level – local to national – success or failure depends on dedicated leaders who serve with only the best interest of their constituents in mind.

We are fortunate at the GCC/IBT to have outstanding people across the United States and Canada.



To a person, our international representatives, organizers and district council leaders are among the best in their field. Local presidents and officers give enormous time – much of it away from family – to protect members in the workplace and secure contracts that are the envy of the print industry.

In Washington, GCC/IBT Secretary-Treasurer/Vice President Steve Nobles brings years of experience, top-flight negotiating skills and an acute sense of financial discipline to his vital post. I couldn’t do my job without him – or the hard-working support staff whose contributions are invaluable.

And, though retired, George Tedeschi, GCC/IBT president emeritus and a 60-year union veteran who forged our great alliance with the Teamsters in 2005, remains “on call” to provide advice and encouragement.

As Teamsters, we’ve also benefited, of course, from the stewardship of IBT General President James Hoffa.

After a stellar career, Hoffa – elected first in 1998 and then to four, consecutive five-year terms beginning in 2001 – will retire next year.

Ken Hall, who succeeded the late and highly regarded Tom Keegel as IBT general secretary-treasurer in 2012, also is capping a brilliant career as one of the nation’s most influential labor figures and a much sought-after speaker at union conferences and conventions.

New Teamster leaders will be chosen in elections this fall. Mail ballots go out Oct. 4 and must be returned to the office of the IBT Election Supervisor in Washington, D.C. by Nov. 15.

There are two competing tickets but members can choose candidates from either slate. Campaign material appears in Teamster magazine. I urge you to pay close attention. Do your research. Seek answers. Know the issues.

Leadership matters in government – and no less in union ranks.

Look for your ballot in the mail. Choose carefully. Let your voice be heard. Vote.

## OUTLOOK

JAMES P. HOFFA TEAMSTERS GENERAL PRESIDENT

## New Biden Purchase Rule is Win for Workers

U.S. WORKERS ARE THE BEST IN THE world. But over the last several decades, their workplace efforts have been undercut by the desire of corporations to fatten their wallets as much as possible by sending as many jobs as possible overseas.

Instead of intervening to help more and more hardworking Americans struggling to make ends meet, the federal government largely remained on the sidelines. As a result, middle-class workers saw their wages stagnate as the fortunes of big business and those at the top of the economic ladder soared.

But now, thanks to the work of the Biden administration, real change is on the horizon. And the latest example comes in the form of proposed rulemaking that would ensure purchases made by the U.S. government support products manufactured and services provided by American workers, following through on a promise President Biden made when he first took office earlier this year.



As part of the proposal, U.S.-made content in the products the American government buys would increase from 55 percent now to 75 percent in 2029, the largest such proposed change in the Buy American Act since it was implemented almost 90 years ago. Under the updated regulations, mandated American content would rise to 60 percent upon implementation and grow to 65 percent in 2024 before reaching the 75 percent threshold.

The potential effect on U.S. jobs is significant. With \$600 billion in annual procurement spending, almost half of which is in manufactured products from helicopter blades to trucks to office furniture, the federal government is a major buyer in a number of markets for goods and services – the single largest purchaser of consumer goods in the world.

This rule change is a win for workers. It is well past time that hardworking Americans are recognized by their leaders and rewarded for their efforts. It’s time that more in the workforce get an opportunity for greater hours and higher pay. That’s how this nation can and will Build Back Stronger.



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Change to Win Coalition

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## Uncertainties Abound and Not Just Because of Covid-19

THESE ARE PERPLEXING TIMES.

Just when covid was supposed to be done, the delta variant blazed through the country and infections increased at a horrifying rate.

Workers are highly in demand because of pandemic-related labor shortages but it's still tough for millions to make an honest buck and support their families.



A Gallup poll shows the American public broadly in favor of unions but membership numbers – slouching for years – barely budged.

We report on the vexing contradictions facing union members and all Americans in a range of stories, including a major Page 1 piece exploring the quality of work in the United States.

Do employees suddenly have an edge or are bosses apt to keep their advantage? Is the very meaning of labor being rethought? Has the pandemic prompted workers to reconsider priorities and give more emphasis to home life?

Inescapable, of course, is the impact of the public health crisis. For unions, the challenges have been daunting.

As Dawn Hobbs reports on Page 9, labor leaders have urged members to get the covid vaccine. At the same time, union officials are making it clear that any vaccine mandates imposed by employers are subject to negotiations.

President Joe Biden issued a directive requiring that employees at businesses employing 100 or more people be vaccinated or submit to frequent testing and ordered the Occupational Safety and Health Administration (OSHA) to implement the program.

But legal challenges and political opposition have led to uncertainty. Many businesses are holding off on mandates. Others may use the President's directive to implement vaccination requirements already in mind.

"It is critically important that members get the vaccine," GCC/IBT President Kurt Freeman told Hobbs, "but employers cannot unilaterally impose vaccine requirements."

The pandemic demonstrates that union representation protects against management overreach.

In recent polling, Gallup researchers found that Americans agree (Page 4). Analysts found that 68 percent favor unions, the best in years. But membership rolls are not booming and the call to "organize, organize, organize" continues an urgent message – one heard often at the recent North American Newspaper Conference meeting in Scottsdale, Arizona (Page 5).

On hand was Alejandro Guzman, named conference organizer after a nationwide search to find a replacement for Rick Street who retired earlier in the year (Page 5). Guzman, who hails from the Service Employees International Union (SEIU), is eager to get started. "I'm in it to win it," he told the Communicator.

So are three young adults from GCC/IBT households who earned James R. Hoffa Memorial Scholarship Fund awards (Page 4). They are resourceful and determined college students, grateful for the help and mindful of the importance to family life of union membership. "It's made us secure," said one. Congratulations to the scholars – study hard, stay focused, full-speed ahead. ■

### SEND HOLIDAY WISHES WITH A UNION-MADE CARD

Greeting cards add a personal touch to the holiday season – and can make a pro-union statement.

Many cards – for the holidays and other occasions – come from overseas but lots are printed in the United States and Canada at GCC/IBT shops. Check the back for a union label or assurance that the card is "Made in the U.S.A." or Canada.

"It's important," said George Tedeschi, former GCC/IBT president and now the union's first president emeritus. "For years I have urged members to buy American or Canadian greeting cards. Our workers make a fine product. Let's support them, especially at holiday time."

For a list of GCC/IBT shops producing customized greetings, contact the office of GCC/IBT Secretary-Treasurer/Vice President Steve Nobles, 202-508-6662, or by email at [snobles@gciu.org](mailto:snobles@gciu.org)

COMMENTARY **JIM HIGHTOWER**

## Local Papers Stand No Chance When Takeover Artists Arrive

**H**edge fund money managers have reduced many local newspapers to mere remnants of real journalism. They have slashed reporting staff and consolidated even the editing, layout, printing, and other basic production work to remote, centralized hubs.

Most of the flavor and timeliness of the "local" paper is lost, replaced by chopped-up national material, two-day-old sports stories, product promotions, and other filler.

The takeover artists rarely report on their own practices. Suddenly your local news is controlled by distant profit-seekers who've never been to your town. Local reporters and community leaders often are not even given the names of – much less access to – the financial chieftains who secretly directed the buyout and pocket the profits.

The damage caused by impatient hedge fund speculators is especially harsh for small cities and rural areas. They want profits north of 20 percent when even 10 percent is a stretch in markets with fewer than 100,000 people. With no personal ties to the community – and even less to the civic mission of local journalism – the predators often just cash out the physical assets, pull the plug, and skip town.

Hundreds of smaller papers have been shuttered in the last decade – some 300 in the last two years alone – creating "news deserts" with no local news outlets at all. A new Pew survey found that 57 percent of folks in rural areas say that their "local" news media rarely focuses on issues they care about most.

The good news is that in ways big and small, dedicated local journalists are experimenting with ways to produce the news that democracy requires:

Foundations are seeding local projects and journalist positions. Take, for example, the Local News Lab – a project of the Democracy Fund. The Lab reports on the many new "experiments in journalism" and provides resources for anyone who wants to get started. [LocalNewsLab.org](http://LocalNewsLab.org)

Unionization is sweeping into dozens of hedge fund papers, so journalists themselves gain clout to report on and unify against corporate plundering.

LION Publishers (Local Independent Online News) – with more than 275 members – provides resources and community to independent news entrepreneurs as they try to build sustainable local businesses. [LionPublishers.com](http://LionPublishers.com)

The Institute for Nonprofit News connects more than 300 independent news organizations dedicated to the radical proposition that "everyone deserves access to trustworthy sources of news." [inn.org](http://inn.org)

Assorted community media consortiums like



PR WATCH VIA GOOGLE IMAGES

the Chicago Independent Media Alliance, Colorado Community Media Project, and New Jersey Civic Info Consortium help small news organizations share business strategies, fundraising, staff training, tech info and story ideas.

These examples offer glimmers of real journalistic hope across our land.

Committed community journalists are determined democracy fighters, butting their heads against the money wall to bang out honest news for local residents, not windfalls for profiteers.

Instead of bemoaning the decline of the free press, let's join with these gutsy journalists and activists. Subscribe, donate, volunteer, spread the word ... and generate your own ways of helping them help us. ■

*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. Annual subscription rates for the Hightower Lowdown: \$10, digital; \$15, print. Information at [Hightowerlowdown.org](http://Hightowerlowdown.org)*



# Top Scholars Honor Parents' Work Ethic

They are a diligent, motivated and enthusiastic group – students from GCC/IBT families who reflect the admirable standards of their hard-working parents and eagerly await the challenge of higher education.

“My parents put a lot of effort into helping me succeed,” said Thomas Ho, recipient of a \$1,000 James R. Hoffa Memorial Scholarship Fund award and one of three GCC/IBT winners in the program’s “Bootstrap” category. “It’s why I am in college today.”

Thomas, 18, of Santa Ana, California, is a freshman at the University of California Los Angeles where he will study bio-engineering. His dad, David Ho, is a machine operator at Graphic Packaging International, Irvine, California, and member of Local 388-M, Los Angeles.

Academic achievement and civic responsibility are top priorities for Thomas.

At Segerstrom High School in Santa Ana, he did volunteer work at Ronald McDonald House, a non-profit family support enterprise. “It was a way to give back to my community,” Thomas said. “I was lucky to have my upbringing. Not everyone is so fortunate.”

Joining Thomas on the list of GCC/IBT scholarship winners were Robert Hubert, son of Daniel Hubert, a paper handler at the Boston Globe and member of Local 3-N, and Abigail Reilly, daughter of Sean Reilly, a press operator at Trenton Printing and member of Local 612-M, West Caldwell, New Jersey.

Robert Hubert was an athlete at Winthrop High School in Winthrop, Massachusetts – he played football, ran track and was captain of the varsity baseball team – and a dedicated student.

He is a freshman pursuing a business management degree at Springfield College in Springfield, Massachusetts, and plays halfback on the Springfield Pride football team.

Initiative and reliability are guiding principles in his



Thomas Ho



Robert Hubert



Abigail Reilly

family, said Robert, whose uncle, Jim Gallagher, is a 3-N trustee and executive board secretary.

“My dad works hard every night and never complains,” he said. “I want to be like him.”

Robert, 19, said his dad’s union membership has been a significant factor in family life – a sentiment expressed by each recipient. “It’s made us secure,” he said.

Abigail Reilly agreed.

“My dad’s GCC/IBT affiliation has been super-beneficial to my family,” said Abigail. “It has helped reinforce a feeling of stability not only for him, but for the whole family.”

Abigail, 18, a freshman at Pennsylvania State University in State College, Pennsylvania, is studying actuarial science and pointing toward a career in the insurance sector. “I know it will be hard but I am very self-motivated and think it will be a rewarding career.”

In her spare time, Abigail plays soccer and listens to music – “any genre” – and enjoys drawing. She intends to volunteer for THON, an organization that raises funds for the fight against childhood cancer. Abigail said a relative had suffered with the disease and she knows the “toll it takes” on patient and family. “So I think it is important to help.”

All Bootstrap recipients expressed thanks for the Hoffa award and the recognition it brings.

“I’m really grateful,” said Thomas Ho.

His mother, Nancy, added that she and her husband were appreciative, too – for the scholarship and the GCC/IBT. “We’re very proud to be a union family,” she said.

The Hoffa fund awarded 269 Bootstrap scholarships to students from Teamster households in 2021. Application deadline for next year is March 1. Information is available at [www.jrhmsf.org](http://www.jrhmsf.org).

**The James R. Hoffa Memorial Scholarship Fund**

2022 Academic and Training/Vocational Program Scholarships

*Application process opens on November 30, 2021 for academic or vocational scholarships for Teamster sons, daughters and financial dependents from the James R. Hoffa Memorial Scholarship Fund*

**Deadline: March 1, 2022**  
[www.jrhmsf.org](http://www.jrhmsf.org)

**For more information, visit [www.jrhmsf.org](http://www.jrhmsf.org) or scan the QR with your smartphone's camera or QR reader.**

For the sons, daughters and financial dependents of Teamster members. Academic scholarship awards range from \$1,000 to \$10,000 for high school seniors planning to attend a four-year college or university and training/vocational program awards range from \$500 to \$2,000 for use at community college or trade schools. See [www.jrhmsf.org](http://www.jrhmsf.org) for more information.



## U.S. Public Backs Unions

Despite the best efforts of anti-labor elected officials and their right-wing media allies, attempts to sour the American people on unions is failing miserably, according to a new Gallup opinion poll.

Gallup reported in September that its latest survey showed 68 percent of Americans favor unions – up three percentage points over last year and nearing the record 71 per cent approval score earned in 1965.

Not surprisingly, Democrats most favor unions (90 percent). But, significantly, 66 percent of independents approve of organized labor and, at 47 percent, nearly half of Republicans.

An impressive majority of union members – 86 percent – cheer the labor organizations that fight on their behalf to guarantee fair wages and safe working conditions through collective bargaining.

The high Gallup approval rating demonstrates an interest in union affiliation that should motivate labor organizations, said GCC/IBT general counsel Peter Leff.

“We have a strongly desired product,” said Leff. “The question is how to get it into the hands of Americans given the limitless money that is trying to keep workers subservient.”

With the good news comes a warning from union officials, however.

Public approval does not easily translate into increased membership, they warn, and unions must guard against a false sense of optimism.

“There is no mass movement to organize in the workplace,” cautioned George Tedeschi, GCC/IBT president emeritus. “One reason is that employees, generally, have no idea how to start an organizing campaign and little information on the advantages of union membership. They need to hear about the benefits of collective bargaining – pay increases, workplace safety, job security, pension guarantees – from someone they know and trust.”

*Continued on page 8*





# After Two Years, NANC 'Family Reunion'

By Fred Bruning  
Graphic Communicator

**D**etermined to regroup after two successive cancellations, the North American Newspaper Conference met in Scottsdale, Arizona, where leaders pledged a new emphasis on organizing at a time when public sentiment is swinging in the direction of unions but membership remains stalled.

GCC/IBT President Kurt Freeman underlined the importance of aggressively building the rank-and-file by introducing Alejandro Guzman, the union's new conference organizer. (Story, this page.)

"Alejandro will be hitting the ground running and brings a lot of knowledge and energy to the GCC," Freeman said. Guzman, 37, formerly with the Service Employees International Union, told delegates he was eager to begin.

In an earlier interview with the Communicator, Guzman said, "I want to earn respect by doing the work. I'm in it to win it."

Stephen Sullivan, a GCC/IBT general board member and president of Local 3-N, Boston, quickly offered Guzman an invitation – and a couple of prized inducements. Sullivan gave Guzman a Red Sox cap and a 3-N "Organize & Win" t-shirt. "We intend to have you in Boston," he said.

The NANC agenda was packed during the long-awaited event at Chaparral Suites Scottsdale, Sept. 19-22.

Conference representatives Nick Caruso and Phil Roberts offered tips on negotiating. "Their message was 'be prepared,'" said NANC president Joe Inemer. "Have a committee formed. Know what you're looking for before negotiations start."

Delegates also heard from Larry Mitchell, executive director of the Teamster Members Retirement Plan, formerly the Inter-Local Pension Fund, who said the plan had earned 25.5 percent in the fiscal year ending June 30.

Mitchell said the retirement program was drawing interest from Teamster members in many IBT sectors. "I'm very, very optimistic," Mitchell said. "We're getting a lot of attention from mainline Teamsters and a lot of requests for informational meetings."

During NANC business sessions, delegates voted for officers and regional representatives and by acclamation gave Inemer a ninth, two-year term as president. (Story, Page 9). They also voted to increase the per capita assessment of all members in locals affiliated with NANC from \$1.75 to \$2.50.

But the Scottsdale event – knocked out in June and again in September last year because of covid-19 concerns – was as productive in relaxed moments as working sessions, leaders and delegates said.

"We're such a close-knit family," said Kevin Toomey of Local 3-N, who serves as NANC secretary-treasurer.

Delegates and officials exchanged ideas and talked about difficulties imposed by the covid pandemic. While the print industry workers fared better than many, shops closed and jobs were lost.

"We talked about working through the pandemic, the challenge of that," said Sullivan. "Making sure members were safe, that they had enough personal protective equipment. How to handle vaccine mandates. This was a chance to talk about what we've been through."

Renewing friendships and enjoying the camaraderie that is a hallmark of NANC meetings was essential, said Recording Secretary Jim Earley, DC-3, Detroit.

"We wanted to bring everyone together before we got too far out or people would begin to feel we didn't exist," he said. "With dedication and all of us working together, we got the conference together."

There were familiar faces – and memorable moments. Not the least came amid stirring renditions of the American national anthem by Donna Eastwood, a former manager at Chaparral, and the Canadian anthem by Tom Donnelly, a retired member of Local 100-M, Toronto. "Very moving," said Inemer.

Safety concerns were not overlooked. Conference officials made masks available and the Chaparral placed hand sanitizer dispensers throughout the property. Vaccination proof was not required but officials said, based on conversations, it seemed clear that a great majority of delegates and guests had been inoculated.

Still there was no doubt that covid had an impact on the event.

The meeting drew only 20 delegates from 12 locals and district councils and 39 guests. "Attendance wasn't good because of covid," said Inemer. But, he said, plans already are in the works for another meeting in May, 2022, when, it is hoped, the pandemic may have retreated. "We feel we can get back on track," Inemer said. He also stressed that the NANC meeting is open to all sectors of the GCC/IBT and Teamsters. "This is not just for newspaper people," Inemer said. "If you come, you will go away informed."

Among those missing from the 62nd NANC meeting was George Tedeschi, former GCC/IBT president and now the union's president emeritus. Tedeschi had attended every NANC meeting since 1969 but stayed home this year because of the covid threat and health issues.

In a letter read to delegates and guests at the first business session, Tedeschi said he was "saddened by my absence" and that the organization, which he led for 20 years, "has a special place in my heart."

It was a challenging time for unions, Tedeschi said in his message. He noted that a recent Gallup poll showed that most Americans favor unions but that "does not mean they are joining." Tedeschi said his top priority is unchanged: "Organize, organize, organize."

Regarding vaccinations and the worldwide health crisis, Tedeschi made his views clear. "Those of you who may not yet have received a covid vaccine, please reconsider," he wrote. "This is too important an issue."

Though the number of delegates was far fewer than at previous NANC meetings, officials said the event will be recalled as an outstanding success under difficult circumstances.

Those attending were delighted to be with the old gang again, said Jim Earley. "It was like a family reunion, getting back together." ■

## Alejandro Guzman Named GCC/IBT Conference Organizer

**A**lejandro Guzman, who learned the urgency of labor rights as an immigrant field worker and launched a union career based on collaboration, integrity and a "passion" for fair play, will begin work this month as GCC/IBT conference organizer.

"I want to take the opportunity to build the union," said Guzman, who worked most recently for the Service Employees International Union (SEIU) in Denver. "I want to earn respect by doing the work. I'm in it to win it."

His appointment capped a four-month search following retirement of organizer Rick Street earlier in the year.

"Alejandro stood out from the first interview because of his experience and easy discussion of his ideas and campaigns," said GCC/IBT President Kurt Freeman. "He had excellent examples of his work."

Freeman said that he and Secretary-Treasurer/Vice President Steve Nobles reviewed nearly 100 resumes and conducted 15 video conference interviews before selecting Guzman.

"Throughout this process – including second and third interviews with multiple candidates – brother Guzman stood out," Nobles said. "His love of organizing and helping people gain a voice in the work-



place was far and above the others we interviewed and led us to making our decision."

Guzman, one of six children of Mexican parents who came to the United States when he was 7, worked with his family from an early age in the fields of Texas, Oklahoma and Michigan.

They picked cotton, cucumbers, strawberries and peanuts – hard work for low pay and no benefits. "My older brother and I said, 'We're not even making minimum wage. There's something wrong here,'" Guzman recalled. "That's when I started my labor passion."

As a teenager, Guzman began organizing with the Coalition of Immokalee Workers, a highly regarded human rights group that 10 years ago introduced the Fair Food Program, a partnership between farmers, workers and large retailers aimed at eliminating abuses in the agriculture industry.

Guzman, 37, earned a bachelor's degree in education at Pan American University – now the University of Texas Rio Grande Valley – and continued his focus on labor issues. He worked for the Laborers' International Union of North America (LIUNA) and

*Continued on page 9*



# Trumka Knew Survival Depends on Organizing

The unexpected death of AFL-CIO President Richard Trumka in August drew nationwide attention – and prompted a tribute on Page 10 of this edition.

Trumka was a fixture on the U.S. labor scene for years and stalwart advocate of equal justice, workplace equity and union solidarity.

IBT General President James Hoffa called Trumka “a friend, a colleague and my brother in the fight for workers’ rights in America.” GCC/IBT President Kurt Freeman recalled Trumka as an inspirational figure whose rousing speeches could “draw you out of your seat” like few others.

On the political scene, Trumka was hailed as a “close friend” by President Joe Biden who said the AFL-CIO leader would be missed by “countless workers whose lives he made better.”

But beyond Trumka’s accomplishments, political clout and personal appeal, his death at age 72 has led to an assessment of the union movement and how best to keep it alive.

Everyone in organized labor knows these are precarious times.

Yes, membership stabilized last year but that is little comfort given losses suffered over several decades.

The union membership rate in 2020 was up slightly to 10.8 percent, according to the Bureau of Labor Statistics. In 1983 – when similar data first was collected – the rate was 20.1 and 17.7 million Americans were union members. Despite the country’s robust population growth, the unionized work force is 14.3 million now.

Opinion surveys show that public sentiment has swung toward organized labor but that does not stop the relentless efforts of right-wing elected officials and their private sector allies to undercut organizing and basic workplace rights.

Recently, for instance, Amazon beat back a union drive in Alabama though, as we report on Page 14, the NLRB is considering another election because of management misdeeds.

In another case, Exxon locked out 650 members of the United Steel Workers in a contract dispute at its Beaumont, Texas, refinery and has been hiring temporary, non-union replacements.

“That’s what they do to intimidate our members,” a USW staffer said.

It’s familiar stuff, but always ugly.

How best to go forward?

As the New York Times reported after Trumka died on a family camping trip, some labor advocates believe it most productive to shift focus from grassroots organizing to lobbying elected officials for stronger union rights in hopes that union membership will grow as political power increases.

Trumka represented a more direct approach.

Times workplace reporter Noam Scheiber said Trumka believed the labor movement would grow “by investing resources in organizing more workers” and “gaining a foothold in new sectors of the economy.”

Trumka also placed high priority on passage of the Protect the Right to Organize Act (PRO). The vital measure, aimed at eliminating management abuses during the organizing process, has been passed by Democrats in the House and endorsed by President Biden but remains stalled in the Senate.

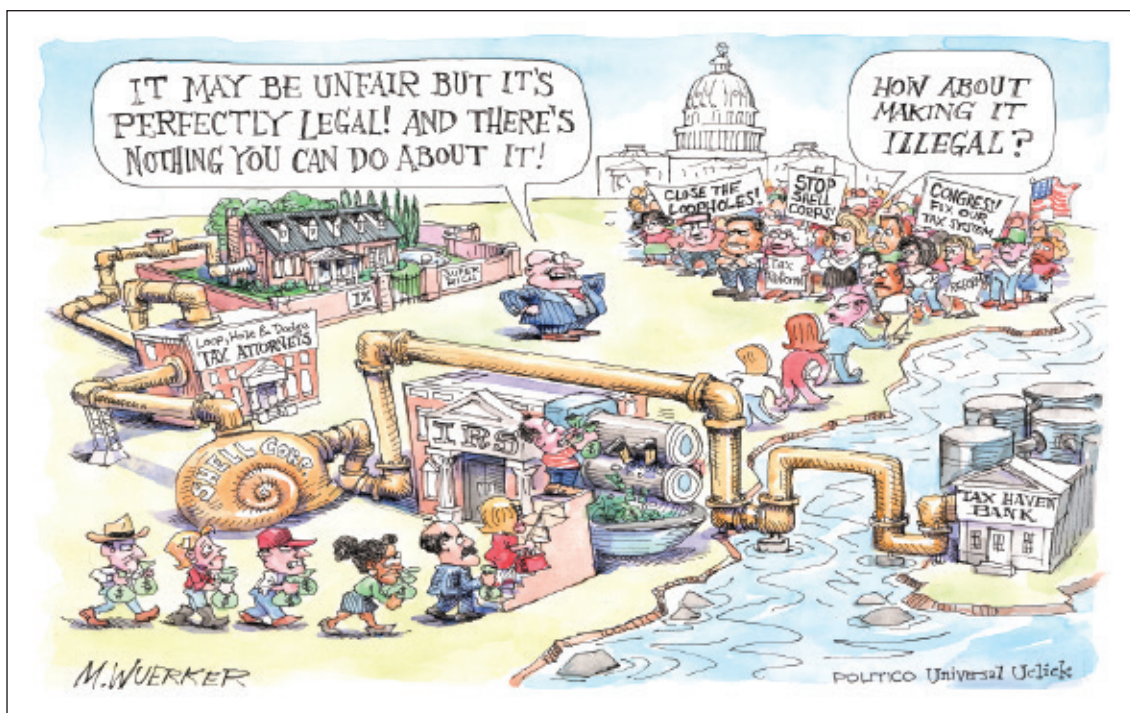
On these fundamental points – the need for traditional organizing and approval of the PRO Act – GCC/IBT officials agree.

“I believe we should continue a more historic approach,” said GCC/IBT Freeman, who urges aggressive, grass roots organizing while employing modern communications methods and social media.

Labor may be at a crossroads but the sort of determined, hands-on organizing favored by Trumka, Freeman and the Teamsters is here to stay.

“The Teamsters union continues to make organizing our top priority so that we grow even stronger into the next decade and in decades to come,” says IBT general president Hoffa.

There is no short cut. For the labor movement, organizing is the key to solidarity – and salvation. ■



MATT WUERKER EDITORIAL CARTOON USED WITH THE PERMISSION OF MATT WUERKER AND THE CARTOONIST GROUP. ALL RIGHTS RESERVED.

## Point of View BY SAM PIZZIGATI

### All the Credibility of Carnival Barkers

Trickle-down is trickling away.

The high priests of America’s trickle-down temple may still be preaching that enriching the rich will end up enriching us all but fewer people take them seriously and the facts have become too compelling to ignore:

- Between 1979 and 2019 the bottom 90 percent of American paychecks barely increased at all, according to the Economic Policy Institute. As a result, the United States has become the developed world’s most deeply unequal nation.
- Other analysts found that in 2020 alone, the number of individuals worth at least \$30 million increased by more than 21,000. No other nation gained as many new ultra-rich, according to the Credit Suisse Research Institute.
- During the pandemic, corporations pumped up CEO pay and stiffed their workers. A third of the wealth gained by billionaires came as ordinary workers were struggling to survive an extraordinary public health crisis.
- Over the past 30 years under Republican trickle-down policies – pushed by Ronald Reagan and neo-conservative acolytes ever since – the top 20 percent of American have accumulated 71 percent of the nation’s wealth.

Hard data like that leaves trickle-down ideologues with the credibility of carnival barkers. The policies they have so fervently pushed — everything from tax cuts for the rich to deregulation for the corporations — never play out as advertised.

Instead, trickle-down policies have concentrated America’s wealth and left politicians scrambling for distractions to keep people of modest means from focusing on the disparities.

We need a new direction.

Steve Roth, an economist and publisher of a website called Economics that explores innovative economic solutions, says a “more broadly distributed wealth” will mean increased consumer spending and a healthier economy.

The idea, Roth says, is to halt “crippling wealth concentration” and make certain “everybody else prospers, as well.”

Other analysts agree.

Economists Atif Mian of Princeton, Ludwig



Straub of Harvard and Amir Sufi of the University of Chicago have studied how concentrating wealth is squeezing average Americans into a “debt trap” while providing the well-off another benefit.

“A substantial fraction of household debt in the United States reflects the top 1 percent of the wealth distribution lending to the bottom 90 percent,” the economists said.

The way out? Wealth taxes and other “redistributive tax policies” as well as structural policies “geared towards reducing income inequality,” according to Mian, Straub and Sufi.

Democratic lawmakers – notably senators Elizabeth Warren of Massachusetts and Bernie Sanders, the Vermont independent who caucuses with Democrats – seek economic solutions that address entrenched economic inequality.

Time to heed the basic message of reform-minded elected leaders and allied economists who warn that wide wealth disparity corrodes our economic health and vitality.

We can no longer allow ourselves to be distracted. We need to see the overall economic impact of the inequality that has come to define us. ■

*Veteran labor writer Sam Pizzigati is editor of Too Much, a journal exploring excess and inequality, and co-edits Inequality.org, online publication of the Institute for Policy Studies. His latest book, “The Case for a Maximum Wage,” was published in 2018. This column was distributed by Press Associates Union News Service and appears here in abridged and edited form.*



## Supply Chain Needs Repair



Summer started with the promise that covid-19 was almost behind us. Then the Delta variant dragged us back in.

With approximately 125,000 daily cases in late September and 2,000 deaths each day, the economy, which had been roaring, slowed down and may not pick up as quickly as hoped.

Some companies like Apple and Facebook have shut down their on-site operations. New York and other big cities are not seeing the expected return of office workers – a setback that hurts the small businesses that were supported by them.

But the heaviest hit seems to be on the supply chain.

Supply and demand are unbalanced. The shortage of computer chips has hurt the auto industry. Manufacturing is down so prices are up. One friend said he went to buy new car and the dealer demanded more than the sticker price. Used cars bring top dollar, too.

On a larger scale, the global interdependence of trade has stagnated.

Huge cargo container ships from Asia are backed up. China closed the third largest container port in the world because of the covid surge.

But even when ships arrive at U.S. ports, they sometimes cannot be unloaded because so many dock workers have contracted the virus and face quarantine. And if the freighters are unloaded there may not be enough truckers to move the goods around the country setting up another dilemma.

If, for instance, a container from Indonesia stays

full at dockside, it can't be reloaded with U.S.-grown soy beans for a return trip to Southeast Asia, as the New York Times pointed out in a story about disruptions in international trade. Those delays – and associated lack of goods being brought to market – likely will cramp the Christmas spending season.

Meanwhile, the cost of a truckload of goods has soared and is expected to continue. Two friends who rely on trucks to bring supplies for their businesses say prices have almost doubled.

Since the Delta outbreak, restaurant business is down after a late-spring rally while those eateries that remain open try to cope with a continuing shortage of workers.

Airlines, which had begun to see increases in travel early in the summer, have watched them drop back. And, in August, the European Union urged member countries to impose a pause on all non-essential travel from the United States. The virus surge in America posed too much of a risk, EU officials said.

Coming to the rescue could be the Biden Administration's huge infrastructure bill. With trillions of dollars on the table, job opportunities should boom, and maybe the economy, too.

Until then, the impact of global trade on U.S. fortunes is a worry – one of many in this time of covid. ■

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

## Guest Spot

BY LANCE DIXON

## A Union Shop is Good Business

Funny how some business owners fear the word “union.”

It seems to be a common notion among business executives that unionizing hurts companies. Few consider the possibility that unions might favor worker and company alike.

Allow me to set the record straight.

We unionized in the spring of 2021. Since that time, our business has grown and thrived even in this challenging environment.

We've recently expanded by acquiring a screen printing business in our area. Our company now boasts 19 full-time union employees who enjoy all the benefits of the GCC/IBT and I couldn't be a happier owner.

Of course, there are obvious rewards from being a union shop.

We are able to capture revenue from those organizations seeking union printers.

Tradespeople, teachers, and other union workers often visit union printers first for their marketing needs.

When politicians want to demonstrate support for workers, they ask for the “union bug” on their t-shirts, yard signs, and mailers.

Also, union shops attract good workers. While non-union print shops in my area are struggling to recruit, I've hired two new employees and retained every worker from our recently acquired business.

And unions demonstrate commitment. Workers feel secure in their jobs and know ownership values their work. In turn, they want the company to be successful.

Less obvious are the more intangible advantages.

After we unionized, I felt an outpouring of community support and goodwill. During a time of economic uncertainty, customers know that my employees are paid better than average and are offered a strong benefits package.

When news of our expansion hit the press, encouraging comments like, “Now your new employees will find out what it's like to work for a good company,” repeatedly popped up on our social media feeds.

I also like the fact that the union coordinates our health care and pension plans. It's like the GCC/IBT acts as my personal human relations department.

Gone are the days when I would spend hours looking over health care plans trying to decide what I could afford in the coming year and whether the coverage extends to my area doctors and hospitals.

Honestly, as an owner, the benefits of unionizing seem obvious.

Since joining the union, my company, and my workers, are both better off than before. It was a great choice. ■

*Lance Dixon is the owner-operator of Dixon Graphics in Champaign, Illinois*



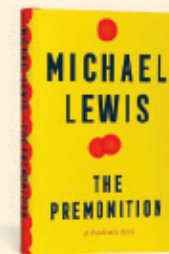
## All the Best

### Print

#### The Premonition: A Pandemic Story

Michael Lewis

We are still battling the pandemic. Why? What happened along the line that accounts for the United States logging thousands of new daily infections after nearly two years despite the medical miracle of highly effective vaccines? Michael Lewis, an author with unusual range – he writes as knowledgeably about baseball as Silicon Valley – reveals in “The Premonition” that while doctors grew increasingly alarmed, former President Donald Trump was doing all he could to play down the danger for self-serving political purposes. “We have it under control,” Trump said, as Lewis points out. He didn't have it under control, not even close, and the sad, startling covid numbers are proof. **W.W. Norton & Company, \$30**



### Music

#### Chemtrails Over the Country Club

Lana Del Ray

These are melancholy times – political division, uncertain economy, and, of course, the pandemic. Lana Del Ray's seventh studio album seems to acknowledge the disorder with songs of heartache and yearning but there is something irresistibly soothing about her wistful style and piercing clarity. On the enigmatic title song, Del Ray ponders the price of privilege and searches for meaning beyond “drag racing my little red sports car.” Seeking the eternal is never a bad idea, she hints. Even at the country club, Del Ray sings, “there's nothing wrong contemplating God.” **Interscope Records, \$13.98**



### Video/Streaming

#### Shock and Awe

Rob Reiner, director

President Joe Biden ended the 20-year U.S. occupation of Afghanistan in August leaving historians, military analysts and the American people to wonder why such a costly effort – nearly 2,500 U.S. service members killed; more than \$2 trillion spent – ended in chaos and with the Taliban again in charge. A poignant reminder of how arrogance, ignorance and – too often – lies betray the national interest is the taut 2018 film, “Shock and Awe.” Directed by Rob Reiner, who also plays Knight-Ridder newspaper editor John Walcott, the film follows reporters Jonathan Landay (Woody Harrelson) and Warren Strobel (James Marsden) as they uncover the deceptions of former president George W. Bush and his right-wing enablers that led the nation first to Afghanistan and then the ill-advised invasion of Iraq. The film is a testament to the power of independent journalism – Knight-Ridder steadfastly refused to parrot Bush administration claims that Saddam Hussein was developing nuclear weapons – and a warning of what can happen when, in the name of “patriotism,” we fail to hold our leaders accountable. **Prime Video streaming**



### Internet

#### Columbia Journalism Review

cjr.org

Trashing the press amounts to a national pastime in the United States. Right and left are equally inclined to denounce mainstream media and claim their side is getting a raw deal. For a serious look at where the press succeeds – and fails – there may be nothing more authoritative than the Columbia Journalism Review. Associated with the prestigious Columbia University Graduate School of Journalism, the Review has been evaluating the Fourth Estate for 60 years. Its website is crisp, clear, relevant and unbiased – exactly the standards serious reporters and editors strive to meet every day, and, despite partisan complaints, mostly achieve.





# 'Pandemic Effect'

continued from PAGE 1

where the balance of power lies in the employment relationship between the employee and the worker," labor economist Anna Stansbury told NBC senior business writer Ben Popken. "People might think, 'How much leverage do I have to ask for a pay rise? Or to say no if my boss asked me to do something that I think is unsafe?'"

For organized labor, covid helped demonstrate the importance of representation, experts say.

The Economic Policy Institute reports that union workers suffered job loss less than those who were unaffiliated. Unionized employees "have had a voice in how their employers have navigated the pandemic and have used this voice for such things as negotiating for terms of furloughs or work-share arrangements to save jobs," EPI said.

Also relevant, said EPI, was the "pandemic composition effect" – a reference to sectors of the economy where workers were most vulnerable.

"In particular, industries with lower unionization rates, like leisure and hospitality, have tended to experience the most job loss during the pandemic, while sectors with higher unionization rates, like the public sector, have tended to see less job loss," EPI noted.

Under pressure, some employers are willing to consider bonuses, pay hikes and full-time status for workers previously stuck in part-time positions, said 3-N's Steve Sullivan.

"The labor market has shifted over the past 18 months of this pandemic and while workers are still not in the driver's seat by a long shot, corporations now realize that workers make the engine run," Sullivan said.

But there should be no illusions, say analysts and labor leaders. The pandemic will not, alone, reverse years of setbacks for organized labor, or halt the abusive practices of some employers or reduce the risks faced by many in blue-collar jobs.

"The pandemic has afforded white collar employees a certain amount of flexibility," said GCC/IBT general counsel Peter Leff. "But workers in plants, factories, shops and warehouses have showed up every day often without the protection and compensation they deserve for putting their lives in danger to produce and move the goods that have kept America running."



A tight labor market for essential workers has allowed employees to consider their options while President Joe Biden pushes economic growth with a far-reaching American Jobs Plan.



IBT PHOTO

Despite the advantages of union membership evident during the pandemic and clear pro-labor policies of President Joe Biden, unions continue to face daunting challenges as the crisis continues, Leff said.

"Until labor law reform is passed that equalizes the system, the right to organize will continue to be difficult regardless the environment," Leff said. And, the attorney added,

without strong unions to protect them, the most vulnerable workers will be viewed as "disposable cogs" in a corporate system aimed at squeezing out "more and more profit for the wealthiest of the wealthy."

For most employees, the American workplace may not be radically changed by the pandemic. But there is a stirring in the ranks that seems undeniable – one that could alter labor relations, reorder personal priorities and prompt a heightened consciousness about the value of work.

There are signs everywhere of "a popular groundswell of support for flexibility and life balance that makes sense for all of us," said Joanne Lipman in her Time magazine piece.

Union leaders sense the same sort of yearning.

The pandemic has starkly shown how uncertain life can be, said Steve Sullivan – "how quickly everything can be taken away."

# Poll Finds Support for Unions Is the Highest in Half-Century

continued from PAGE 4

GCC/IBT leaders on the local and international level – including, President Kurt Freeman and Secretary-Treasurer/Vice President Steve Nobles – long have urged individual members to engage non-union friends and family members in conversation about affiliation.

"Every union member should be talking about this," Tedeschi said. "All of us have the responsibility for keeping the labor movement strong."

Also vital to unions is increased political support.

Citing the Gallup findings, labor leaders were quick to urge final action on the Protect the Right to Organize ACT (PRO) that was passed by the Democratic-led House of Representatives but remains stalled in an evenly divided Senate where the measure likely would face a Republican filibuster if it reached a vote.

"This polling data should send a clear message to Congress that union jobs are vital as we reemerge from this pandemic with a stronger economy that is built upon the principles of fairness and equality," AFL-CIO President Liz Shuler said in a statement. "The writing is on the wall and it is time for Congress to respond to public opinion and the will of their constituents by passing the PRO Act."

In its post-survey analysis, Gallup noted that public approval of unions has trended upward for some time and is at its "highest point in more than half a century." The polling experts said there likely were political aspects to be considered.

"Approval among Democrats, which is nearly unanimous, has risen over the past year as President Joe Biden has said he expects his administration to be one of the most pro-union in history," Gallup said. "However, with former President Donald Trump's appeal to many blue-collar workers, some Republican politicians have begun to support union issues."

While Trump and the GOP drew support from blue-collar voters, labor leaders say the former president – and his party – did little to benefit workers.

In advance of the 2020 nationwide election, president Freeman noted that Trump had



hindered organization efforts, installed longtime union foe Eugene Scalia as labor secretary and sought to block class action suits aimed at workplace justice. "Trump had four years to show he cared about working people and blew it," Freeman said.

Many sense that workers – and unions – are gaining influence at a time when the White House advances pro-labor policies and the covid-19 pandemic has prompted many in the workforce to reassess their circumstances (See Top Story, Page 1).

However, Leff warns that even with public approval of unions increasing and workers asserting themselves more readily, powerful forces continue to align against ordinary Americans and the labor organizations seeking to gain workplace justice.

"Unfortunately, America is becoming more and more a country where deep-pocketed interests are subverting the will of the majority," Leff said. "We are seeing that in every aspect of public life from voting rights to workers' rights to environmental protection."

The problem is daunting but, as the Gallup poll suggests, there is growing support for collective action. Eager to seize the moment, labor leaders are urging new commitment to organizing and political action.

"We have a rare opportunity to build our ranks and expand our influence," said Freeman. "Let's get busy."



# Vaccines, Yes, but Negotiations, Too

By Dawn Hobbs  
Special to the Communicator

President Joe Biden's directive requiring that private employers with more than 100 workers mandate covid vaccines or weekly testing poses difficult questions for organized labor but GCC/IBT officials are moving quickly to protect workers' rights, officials said.

After the White House announcement, some legal experts questioned whether the Occupational Safety and Health Administration (OSHA) had authority to impose the mandate as the White House has ordered. In addition, authorities said, the presidential edict was certain to meet court challenges that could slow or halt implementation.

But GCC/IBT leaders are not waiting for legal issues to be resolved before making the union's position clear to employers: Any vaccination mandate or testing protocol must be subject to negotiations.

"We've decided to take a proactive approach and notify companies that we anticipate bargaining over implementation," said Israel Castro, secretary-treasurer of DC3, which represents about 2,300 members. "We'd rather put companies on notice than deal with everything after the fact," Castro said.

Since vaccines became available early this year, GCC/IBT leaders have encouraged members to protect themselves. Teamster and GCC/IBT employees at the IBT's headquarters in Washington, D.C. must be vaccinated – an order issued before the Biden directive.

"It is critically important that all members get the covid-19 vaccine," said GCC/IBT President Kurt Freeman.

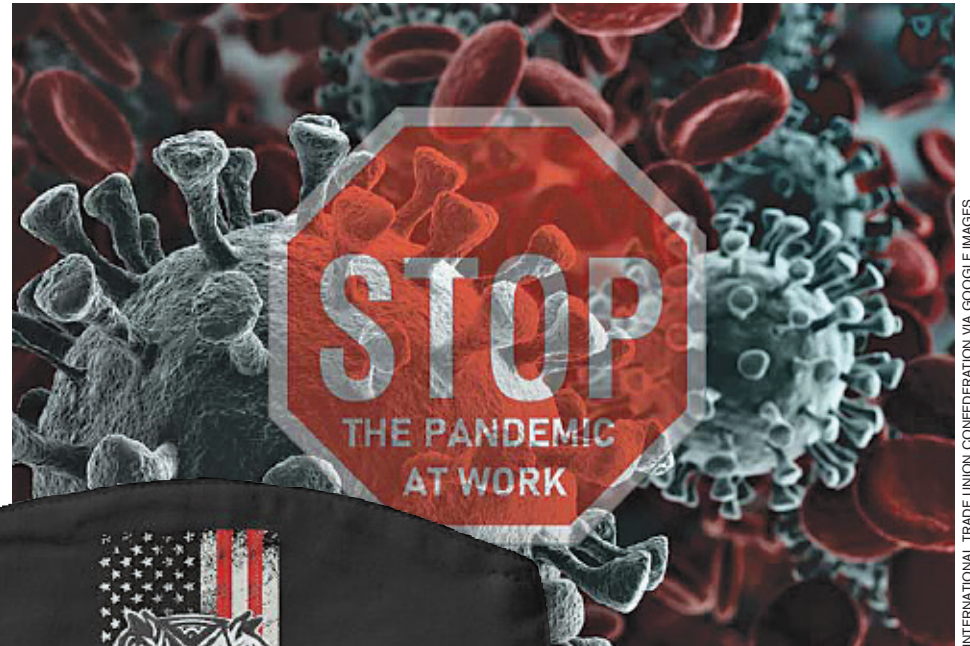
But, Freeman said, workers' rights and union guarantees must be protected.

"Employers cannot unilaterally impose vaccine requirements," Freeman said. "They must be proposed to the union and bargained over to agreement before being implemented. Failure to do so will result in an unfair labor practice charge."

Freeman said union members must be assured basic protections when an employer seeks to implement the Biden mandate. Workers must have:

- Pay for time spent getting the vaccine.
- An opt-out for religious or health reasons.
- Adequate notice of deadlines for vaccination compliance.
- Clear explanation of consequences for failure to be inoculated.
- A period of suspension that would allow employees time to reconsider before facing termination.
- A testing option for those who refuse vaccination but want to remain employed.
- The right, if terminated, to return to the job if the employee eventually complies with a vaccination mandate or the pandemic is declared no longer a threat.

In addition to protecting workers' rights, officials said they must be wary of any government overreach that could erode union authority or undercut contract guarantees.



INTERNATIONAL TRADE UNION CONFEDERATION VIA GOOGLE IMAGES



"We cannot let this become a slippery slope," Castro said.

Even during a public health crisis, it is the duty of unions to assure that contract guarantees are not undercut, said Clark Ritchey, DC2 secretary-treasurer.

After discussions with the district's general counsel, leaders of DC-2 – which represents 6,000 workers – planned to contact employers, Ritchey said. "If they want to implement the mandated vaccines, we need to bargain over it."

Ritchey said no employers have imposed mandates yet but that the situation is "fluid" and must be monitored closely especially as the Biden administration contends with legal challenges.

For now, many companies appear to be waiting for the Biden order to clear legal hurdles while others may use the White House mandate as justification for imposing vaccine mandates already in mind, according to union officials.

Jim Longerbone, president of Local 1-M, St. Paul, Minnesota, said he was not aware of any companies who intended to unilaterally impose a vaccine mandate based on the Biden directive.

"Especially with the legal challenges, I don't think anyone knows what is going to happen," he said.

## Guzman: 'Passion for Fair Play'

continued from PAGE 5

the American Federation of Government Employees (AFGE).

At SEIU Local 105 in Denver, Guzman served as organizing director for internal health care, a role with broad responsibilities including steward training and negotiating. Local 105 represents 4,000 workers in the health care field, including 3,000 employees of Kaiser Permanente, the managed health care consortium.

At the GCC/IBT, Guzman is expected to concentrate first on the corrugated box sector, Freeman said. "It has been identified as a growth industry because of so many consumers buying online and ties in with Teamster efforts to organize Amazon warehouses," Freeman said.

While not from the print realm, Guzman said sound organizing principles apply everywhere and will bring results at the GCC/IBT.

Organizers must pay close attention to individual concerns, come to every task with an "open mind," and emphasize mutual respect and a spirit of cooperation, he said.

"I believe that people closer to the problem have the solution," Guzman said. "I want to extract everyone's beautiful ideas."

For an organizing drive to succeed, he said, teamwork is essential. Guzman recalled a phrase from the popular 2002 movie, "Drumline" – "one band, one sound" – and said it will be his mission to "figure out a comprehensive campaign that is everyone's idea."

Perilous declines in union membership nationwide over many years makes his GCC/IBT job even more important, Guzman said – and, as the father of a 9-year-old son, Kael, carries personal meaning.

"I don't want my son to grow up in a non-union world. I want to bring unions back." ■



Alejandro Guzman

## NANC POSTS WON BY UNANIMOUS VOTE

Delegates to the North American Newspaper Conference meeting in Scottsdale, Arizona, re-elected Joe Inemer to a ninth term as president by acclamation and also gave unanimous support to regional NANC representatives.



Kevin Toomey, who serves as NANC secretary-treasurer, said it was "an honor" to hold office in such a respected and supportive unit of the GCC/IBT. "There's great goodwill among newspaper people," he said. "We're a close-knit family."

Running without opposition for two-year terms were:

- Joe Inemer, Local 16-N, Philadelphia
- Steve Aichele, Local 16-N, sergeant-at-arms

Elected to one-year terms as regional representatives were:

### EASTERN:

- Patrick Sullivan, Local 3-N, Boston
- Michael Tortora, Local 2-N, New York
- Michael LaSpina, Local 406, Long Island

### WESTERN:

- Rick Montesano, local 432-M, San Diego
- Steve Ryan, local 543-M, Omaha

### CANADIAN:

- John Ridd, Unifor Local 191, Winnipeg, Manitoba

Continuing into the second year of their two-year NANC terms were incumbents John Heffernan, Local 2-N, newspaper vice-president; Kevin Toomey, Local 3-N, secretary-treasurer; Jim Earley, DC-3, Detroit, recording secretary.



# A Labor Leader of ‘Daring Vision’

**R**ichard Trumka, who worked in Pennsylvania coal mines to put himself through college and rose to become one of the nation’s most powerful union leaders as president of the AFL-CIO, strived tirelessly throughout his career to rejuvenate what sometimes seemed an exhausted U.S. labor movement.

There were – at last – promising signs.

Opinion polls showed public sentiment favored unions, many young workers said they were eager for union representation. Donald Trump – and his anti-labor, Republican administration – had been driven from office and replaced by Democrat Joe Biden, perhaps the most pro-union U.S. president since Franklin Delano Roosevelt.

When Trumka died in August at age 72, veteran labor writer Steven Greenhouse said in the *New York Times* that the outspoken AFL-CIO leader had helped set in motion what might prove a badly needed turnaround for organized labor.

Greenhouse noted that – with Trumka’s help – unions had “mobilized” the rank and file to help Biden win in swing states Pennsylvania, Michigan and Wisconsin last year and now cheer as the President “hails unions in speech after speech.”

Biden and Democratic allies passed a \$3.5 trillion jobs plan and a separate infrastructure deal – still in the works at press time – would provide another major boost to employment.

Other long-time labor goals like paid parental leave and child-care assistance seemed within reach.

“Mr. Trumka died at a hopeful moment for unions,” Greenhouse said.

Profound challenges remain.

Union membership was up marginally last year but had been in perilous decline for decades. The far-reaching Protect the Right to Organize Act (PRO) – which Trumka called “the next frontier” for American workers – faces an uncertain fate in a divided U.S. Senate.

Commenting after Trumka’s death, Biden called the labor leader a “close friend” and seemed saddened by the loss. “I will miss him as will the countless workers whose lives he made better and the labor movement he led with daring vision,” Biden said in a statement.

As the President suggested, Trumka, who suffered a heart attack while on a family camping trip, will not easily be replaced.

“The entire labor movement lost a true champion for working men and women,” said IBT General President James Hoffa. “Richard Trumka was a friend, a colleague and my brother in the fight for workers’ rights in America.”

Trumka had political clout and rare access to elected officials – presidents of both parties welcomed him often at the White House – but, despite power and a high profile, stayed true to his Pennsylvania working class roots.

Born July 24, 1949, Trumka grew up in Nemaconlin, Pennsylvania, the son and grandson of mine workers. In 1982, he married Barbara Vidovich, a coal miner’s daughter.

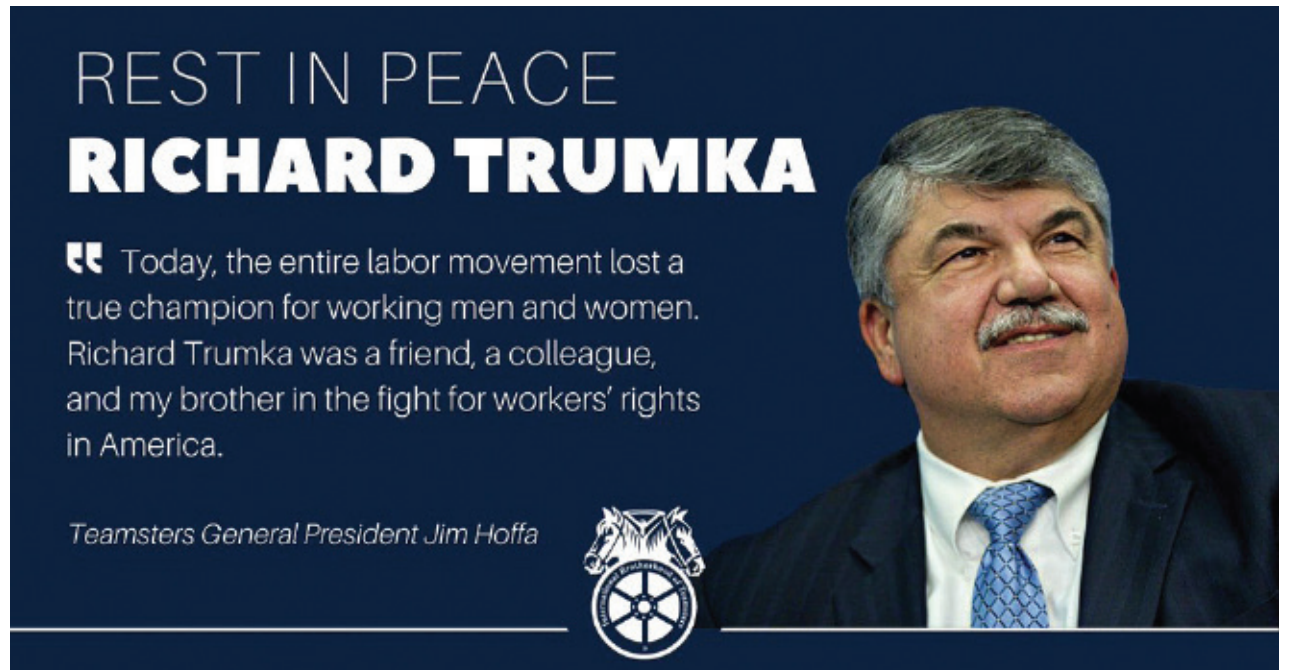
Trumka worked in the mines to support studies at Pennsylvania State University and Villanova University, where he earned a law degree in 1974.

After college, he served as a lawyer for the United Mine Workers of America and, at age 33, became president of the union showing an early ability to energize the rank-and-file with impassioned speeches and stirring calls for civil rights and worker protections.

“He enlisted mine workers to support the anti-apartheid movement in South Africa, spearheading a 1986 boycott against Shell Oil for its ties to the country, and led a successful 10-month strike against the Pittston coal company over workers’ health care and pension funds,” the *Washington Post* noted in an obituary.

In 1995, Trumka became secretary-treasurer of the AFL-CIO – the influential labor group formed by a 1955 merger of the American Federation of Labor and the Congress of Industrial Organizations – and, running on a reform ticket, was elected president in 2009.

Meeting other union leaders and rank-and-file mem-



In the 2020 presidential election, Trumka mobilized rank-and-file union members in Pennsylvania, Michigan and Wisconsin and helped give Joe Biden swing-state victories crucial to the defeat of Republican incumbent Donald Trump. ‘I will miss him as will the countless workers whose lives he made better and the labor movement he led with daring vision,’ said Biden, who often speaks in favor of unionization and is viewed as perhaps the most pro-labor president since Franklin Delano Roosevelt.

bers around the country, Trumka became known for straight talk and stirring speeches.

“He would draw you out of your seat and excite a crowd like no one I know,” said GCC/IBT president Kurt Freeman.

On a visit to the Long Island Federation of Labor early in his leadership career, Trumka proved an immediate hit.

“I had a nice car in those days – a Buick Park Avenue – and was asked to pick Rich up at LaGuardia Airport,” recalled GCC/IBT president emeritus George Tedeschi, then president of GCIU Local 406, Long Island. “He was warm and friendly right away and made a great impression with everyone at the federation.”

Later in Trumka’s career, Tedeschi, who became GCIU international president, invited the AFL-CIO leader to speak at union conventions. “He gave rousing speeches and received thunderous applause and standing ovations,” Tedeschi said.

As a political operative, Trumka was an imposing force. CNBC reported that Trumka lobbied successfully with the White House on behalf of former Boston mayor Marty Walsh when President Biden was choosing a labor secretary.

A reliable ally of Democrats, Trumka was open to working with Republicans if he believed labor interests were best served.

When Donald Trump renegotiated the North American Free Trade Act, Trumka said the new United States-Mexico-Canada Agreement (USMCA) was not ideal but an improvement over NAFTA which union leaders long reviled for putting American workers at a disadvantage.

CNBC said Trumka was pivotal in persuading reluctant Democratic members of the House – including Speaker Nancy Pelosi – to pass the updated agreement.

Forthright and resolute when dealing with elected leaders, Trumka spoke forcefully to union members, too.

In 2008, he urged support for Barack Obama in the presidential race against the Republican candidate, Sen. John McCain of Arizona.

Trumka knew there was resistance among some in union ranks to vote for a black candidate.

“We can’t tap dance around the fact that there are a lot of white folks,” including union members, who “just can’t get past this idea that there’s something wrong with voting for a black man,” Trumka said in what *Politico* called a “memorable” speech at a United Steelworkers national convention.

Bias of that sort was inexcusable, Trumka said. There’s “only one really, really bad reason to vote against Barack Obama,” he declared. “And that’s because he’s not white.”

It was classic Trumka – telling it like it is.

“I admired him for his courage,” said Joe Inemer, president of GCC/IBT Local 16-N, Philadelphia. “He wasn’t bashful. When he said something,” he meant it.”

According to the *New York Times*, Richard Trumka is survived by his wife, Barbara; son, Richard, who is general counsel of the House Oversight Committee and a nominee for the Consumer Product Safety Commission; sister, Frances Szallar; and two grandchildren.

Replacing Trumka for the last 10 months of his term is AFL-CIO secretary-treasurer Liz Shuler, the first woman to serve in the post. She likely will be considered the front-runner in next year’s AFL-CIO presidential election. ■



## ILLINOIS EMPLOYER BACKS UNION MEMBERSHIP

Lance Dixon decided in May that he'd go union with his 10-worker print shop in central Illinois to "differentiate" himself from other employers and show workers and clients he is running a top-notch operation.

A few months later, Dixon, who owns Dixon Graphics in Champaign with his wife, Kerry, acquired another family-owned business, Weiskamp Screen Printing, and boosted union membership to 20 – and counting.

"Working in a union print shop, our employees are compensated at a level higher than the industry standard for central Illinois," Dixon said. "Our screen printing staff from Dixon Graphics has moved to the Weiskamp location which brought an immediate boost in productivity to the screen-printing operations."

Dixon is one of many small print shop owners nationwide who have realized the value of unionization, especially during uncertain pandemic times.

"Employees know that I respect them and the value of their work," Dixon said. "Customers know my employees are treated well and paid a living wage."

Founded in 2001, Dixon Graphics introduced the first digital offset press to the area and continues to innovate in the commercial printing business. It has a large screen printing and embroidery production shop – with manual and multiple-screen presses – in addition to direct-to-garment capability.

Dixon, who said he has won several bids because he runs a GCC/IBT company, highly encourages other print shop owners to welcome union affiliation.

"It's definitely worth it," he said. "For one thing, the union takes care of health benefits and that's one less thing for me to worry about. It also generates work from clients who specifically want a union label."

GCC/IBT leaders applauded his decision.

"It's great to know there are owners who value their employees, want to pay a fair wage and offer the outstanding health and pension benefits a union provides," said Kurt Reissenweber, president of GCC/IBT District Council 4 and vice-president of Local 458-M.

Decent pay and benefits are essential to productive employee relations, he said.

"I believe this is the biggest part of holding onto employees," Reissenweber said. "Pay them fairly and offer them a great benefit package and they will be loyal to the company."



Lance Dixon (above), owner of Dixon Graphics in Champaign, Illinois, says unionization brought an 'immediate boost' in business and assured employees that he places high value on their work.

PHOTO BY KERRY DIXON



ROYAL PAPER BOX VIA GOOGLE IMAGES

## 'GREAT' CONTRACT AT ROYAL PAPER BOX

In a move hailed by GCC/IBT leaders and union workers, Royal Paper Box in Southern California recently agreed to a significant wage increase and continued providing health insurance at no cost to employees.

"It's a great contract – one of the best that we've bargained and ratified in several years," said Clark Ritchey, secretary-treasurer of GCC/IBT District Council 2.

The four-year contract, which covers 157 members from Local 388-M at the folding carton plant in Montebello, included a 3 percent wage increase each year of the agreement, with wage adjustments up to \$2.42 per hour for some classifications.

The company also agreed to continued participation in DC2's Taft-Hartley plan with the employer paying 100 percent of the health insurance premium and to increase its 401(k) contribution by \$9 per month.

"We probably received the greatest contract our employees have ever received," said Robert Loredo, chief steward at the company that has been under contract with DC2 for 45 years.

Loredo said there also was a significant gain in health coverage.

"With the help of president Dan Cabada, representative Fernando Aguilera, fellow shop steward Rodger Fonteyn and myself, we were able to secure our health insurance for all employees with 100 percent paid for by the company," Loredo said.

"Negotiations like this nowadays are almost unheard of," he said. "It just goes to show that with GCC/IBT District Council 2, nothing is impossible."

Ritchey praised the members and the privately owned company for agreeing to the deal in four days: "The owner has always done really well for his employees."

## SPEEDY AGREEMENT EARNS WORKER SUPPORT

GCC/IBT leaders and negotiators for Ennis, Inc. recently wrapped up contract talks in two days and 36 union workers at the firm's business forms plant south of Dallas-Fort Worth unanimously ratified the agreement two days later.

"The speed of negotiations really depends on the management team," said Oscar Lopez, president of Local 4535-M, Houston, Texas. "And we really have a good relationship with this one."

The new contract guarantees a 7.5 percent wage increase over three years and provides health insurance with no increase in the first year and modest stepped increases in the second and third years of the agreement.

The prior contract expired in 2020, but negotiations were postponed due to covid travel bans and other difficulties. For agreeing to a contract extension, workers received a \$500 bonus.

When the extension was about to expire on Aug. 30, Lopez assured management officials union representatives were vaccinated against the virus. In-person negotiations were scheduled. Union negotiators – including GCC/IBT international representative Nick Caruso – and company executives quickly reached agreement.

Workers were thrilled with the outcome.

"The main thing you can bring away from this contract is that it goes to show how organized labor is there for the betterment of the members," Lopez said. "That's what unionism is all about. We bond as one, we negotiate as one and we decide as one."



## FORMER MEMBERS HOPING TO REJOIN GCC/IBT RANKS

Several former GCC/IBT members in New York who switched to non-union jobs for a variety of reasons – including plant closures related to the covid-19 pandemic – are actively engaged in organizing their new shops.

Some workers took other jobs thinking they might find better pay and benefits in a non-union environment but were disappointed, said Pat LoPresti, president Local 1-L, New York.

"It didn't take them long to figure out they had a much better deal with us," said LoPresti.

Many continue to pay GCC/IBT dues, LoPresti said, so they can "keep in touch with the union to compare to their present working conditions – which they see are going to hell, while ours are being maintained. So now they are saying, 'Let's get organized and improve our medical, vacation, wages and holidays.'"

Local 1-L organizer and business agent John Zoccali is focusing on three facilities – one in Connecticut with about 10 workers and two on Long Island, New York, one with about 20 plus employees.

"The key thing for these small shops is political work," Zoccali said. "Employers need to realize how much of it is out there and how much money they can make," he said, referring to the importance of the GCC/IBT and Allied Trades union bugs.

Zoccali said workers who moved from union to non-union shops quickly learned the importance of collective bargaining and union guarantees. "Sometimes they think the grass is greener on the other side. But then they quickly realize it's not."

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.



## La pandémie de covid-19 a-t-elle donné un avantage aux travailleurs?

Par Fred Bruning  
Graphic Communicator

Les travailleurs américains sont-ils à un point tournant?

La pandémie de covid-19 a durement touché des millions de personnes, mais les analystes se demandent si, malgré les bouleversements et les pertes, les travailleurs – et les syndicats – ne seraient pas enfin avantagés.

Alors que les employeurs ont du mal à trouver du personnel et il y a des offres d'emploi affichées sur les vitrines des magasins et des restaurants dans tout le pays, un débat vigoureux sur la nature des emplois, l'équité salariale – et le sens même du travail – est en cours.

« Nous avons en ce moment une occasion sans précédent de réinventer, de créer une culture du lieu de travail presque à partir de zéro, a déclaré Joanne Lipman, ancienne rédactrice en chef de USA Today, dans un article du magazine Time. Le temps est venu de permettre aux idées créatives de circuler. »

Selon les experts, les personnes qui ont perdu leur emploi ou travaillé de chez eux pendant la crise sanitaire ont eu une occasion unique de faire le point

sur leur vie, d'évaluer l'avenir et de se demander « s'il existe une meilleure façon de faire les choses ».

La question se pose également chez les syndiqués.

« Le monde est en train de changer du fait de la pandémie, fait remarquer Steve Sullivan, président de la section locale 3-N de Boston. Bon nombre de cols bleus se sont fait dire d'accepter toutes les heures supplémentaires qu'on leur proposait – week-ends et jours fériés inclus – parfois au détriment de la vie de famille. »

Mais depuis la crise sanitaire, ajoute S. Sullivan, les travailleurs sont davantage conscients de « la fragilité de la vie ».

Il y a encore des emplois disponibles dans de nombreux ateliers de la CCG-FIT, explique S. Sullivan, et une paie supplémentaire n'est peut-être plus une priorité.

« Les travailleurs réclament à présent en priorité une meilleure conciliation travail-famille à la table de négociations, indique le dirigeant de la section locale 3-N. Il s'agit d'un enjeu fondamental qui sera, je crois, un des nombreux legs de la covid-19. »

Selon les experts, la covid-19 a contribué à démontrer l'importance de la

représentation pour le milieu syndical.

Selon l'Economic Policy Institute (EPI), les travailleurs syndiqués ont moins perdu d'emplois que ceux qui n'étaient pas affiliés. Les syndiqués « ont eu leur mot à dire dans la façon dont leurs employeurs ont navigué pendant la pandémie et ils en ont profité, entre autres, pour négocier les conditions des mises en disponibilité ou des ententes sur le partage du travail afin de sauver des emplois », a fait savoir l'EPI.

Certains employeurs sous pression sont disposés à accorder des primes, des hausses salariales et un statut à temps plein aux travailleurs qui étaient auparavant bloqués dans des postes à temps partiel, a dit S. Sullivan.

« Le marché du travail a changé au cours des 18 derniers mois de pandémie et même si les travailleurs sont encore loin de mener le bal, les entreprises s'aperçoivent à présent que ceux sont eux qui font tourner les choses. »

Mais il ne faut pas de faire d'illusions, préviennent les analystes et les chefs syndicaux. La pandémie ne va pas inverser, à elle seule, des années de revers pour les travailleurs syndiqués ni mettre fin aux pratiques abusives de certains employeurs ou réduire les risques qui pèsent sur

de nombreux cols bleus.

« La pandémie a apporté une certaine flexibilité aux cols blancs, estime Peter Leff, conseiller juridique général de la CCG-FIT. Mais les travailleurs des usines, manufactures, magasins et entrepôts se sont rendus au travail chaque jour, souvent sans la protection et la rémunération qu'ils méritent pour avoir mis leur vie en danger afin de produire et d'acheminer les marchandises qui ont permis à l'Amérique de fonctionner. »

En dépit des avantages de l'affiliation syndicale, qui sont devenus manifestes pendant la pandémie, et des politiques nettement pro-travailleurs du président Joe Biden, les syndicats continuent de faire face à des défis incroyables avec la crise qui perdure.

« D'ici à ce que soit adoptée la réforme du droit du travail qui égalise le système, le droit de s'organiser continuera d'être difficile, peu importe l'environnement », indique P. Leff. À défaut d'avoir des syndicats forts pour les protéger, les travailleurs les plus vulnérables seront considérés comme des « rouages jetables » dans un système corporatif visant à faire « de plus en plus de profits pour les plus riches d'entre les riches ».

## ¿Les ha traído la pandemia covid-19 alguna ventaja a los trabajadores?

Por Fred Bruning  
Graphic Communicator

¿Se encuentran los trabajadores de Estados Unidos en un momento crítico?

La pandemia covid-19 ha traído muchas dificultades para millones de ellos, pero los analistas se preguntan si, entre tantos trastornos y pérdidas, sería posible que los trabajadores, y los sindicatos, hayan podido al fin lograr alguna ventaja.

Mientras los empleadores luchan por encontrar empleados y en los escaparates de las tiendas y restaurantes de todo el país aparecen carteles de "help wanted" u ofertas de empleo, se ha puesto en marcha un vigoroso debate sobre la naturaleza del empleo, la igualdad en la remuneración, e incluso el significado mismo del trabajo.

«Tenemos, ahora mismo, una oportunidad sin precedentes para reinventar, para crear casi a partir de cero una nueva cultura en el lugar de trabajo», dijo Joanne Lipman, anterior redactora jefe de USA Today, en un artículo publicado en la revista Time. «Es hora de permitir la circulación de ideas creativas»

Los expertos dicen que los que perdieron su empleo o trabajaron desde casa durante la crisis sanitaria tuvieron una rara oportunidad de hacer balance de sus vidas, evaluar el futuro, y preguntarse: «¿Hay otra manera mejor?»

Esta pregunta surge también entre los afiliados a los sindicatos.

«El mundo está cambiando como resultado de esta pandemia», dijo Steve Sullivan, presidente de la Local 3-N, Boston. «A muchos de nosotros, trabajadores de cuello azul, se nos enseñó a trabajar todo el sobretiempo ofrecido, incluso los fines de semana y los días festivos, y desgraciadamente a veces era a costa del tiempo que podíamos dedicar a nuestras familias.»

Pero desde la crisis sanitaria, indicó Sullivan, los trabajadores tienen más conciencia de "la fragilidad de la vida". En muchos talleres de GCC/IBT hay puestos vacantes, dijo Sullivan, y la paga extra puede no ser ya lo más importante.

«Los trabajadores exigen ahora un mejor equilibrio entre el trabajo y la vida familiar como prioridad en la mesa de negociación», dijo el líder de 3-N. «Es una cuestión fundamental y creo que será uno de los muchos legados permanentes que nos dejará la covid-19.»

Covid ayudó a demostrar a los trabajadores sindicalizados la importancia de la representación, dicen los expertos.

Según el Instituto de Política Económica (EPI), los trabajadores sindicalizados perdieron su trabajo en menor número que los no afiliados. Los empleados sindicalizados "han tenido voz para determinar la manera en que sus empleadores han navegado la pandemia, y la han usado a la hora de negociar cosas como las condiciones en caso de suspensiones de trabajo o de arreglos para compartir puestos con objeto de

salvar empleos," indica EPI.

Bajo presión, algunos empleadores están dispuestos a considerar bonificaciones, subidas de salario y el estatus de empleo a tiempo completo para los trabajadores que anteriormente estaban atrapados en puestos a jornada parcial, dijo Sullivan.

«El mercado laboral se ha transformado en los 18 meses que llevamos con esta pandemia y aunque los trabajadores no están todavía ni mucho menos en el asiento del conductor, las empresas se están dando cuenta de que son ellos los que hacen funcionar el motor», indicó.

Pero no hay que hacerse ilusiones, dicen los analistas y dirigentes sindicales. La pandemia por sí misma no va a corregir años de retrocesos para el movimiento laboral, ni poner fin a las prácticas abusivas de algunos empleadores o reducir los riesgos asumidos por muchos trabajadores de cuello azul.

«La pandemia ha conseguido un cierto nivel de flexibilidad para los empleados de cuello blanco», dijo Peter Leff, asesor jurídico de GCC/IBT. «Pero los que trabajan en plantas, fábricas, talleres y almacenes han acudido al trabajo todos los días, a menudo sin la protección y compensación que se merecen por poner en peligro sus vidas para producir y llevar a su destino los bienes necesarios para que el país siguiera funcionando.»

A pesar de las ventajas de pertenecer a un sindicato evidenciadas durante la

pandemia, y las claras políticas pro-sindicales del presidente Joe Biden, los sindicatos continúan enfrentándose con abrumadores retos mientras continúa la crisis, dijo Leff.

«Hasta que no se apruebe una ley de reforma laboral que nivele el sistema, el derecho de sindicación continuará encontrando obstáculos sea cual sea el entorno», dijo Leff. Y, añadió el abogado, sin sindicatos fuertes que los protejan, a los trabajadores más vulnerables se los considerará "piezas desechables" en un sistema corporativo cuyo objetivo es exprimir "más y más ganancias para los más ricos entre los ricos".

Para la mayoría de los empleados, la pandemia puede no haber cambiado radicalmente el lugar de trabajo en Estados Unidos. Pero se percibe una inquietud entre las filas que parece innegable, algo que podría transformar las relaciones laborales, reordenar las prioridades personales y promover una mayor conciencia del valor del trabajo.

En todas partes se observan signos de "una oleada popular de apoyo a la flexibilidad y al equilibrio de la vida personal que tiene sentido para todos nosotros," dijo Joanne Lipman en el artículo de la revista Time.

Los dirigentes sindicales detectan el mismo tipo de inquietud.

La pandemia ha demostrado crudamente lo incierta que puede ser la vida, dijo Steve Sullivan, y "con cuánta rapidez puede perderse todo".



# In Memoriam

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

Local	Date of Death	Local	Date of Death
<b>Death Benefit Claims Paid October 2018</b>			
999ML Carolyn Grunloh	07-27-18	135C Phillip A Emory	11-21-16
999ML John E Reid	11-13-15	197M John T Saab Jr	09-24-18
999ML Ralph C Robertson, Jr	08-10-18	235M Patsy J Staton	01-01-15
999ML Virginia Stack	09-10-18	235M Donald R Zumbunnen	09-29-18
6505M Marcella Brendle	07-25-18	241M Leo Del Prete	10-12-18
6505M Bernard K Killeen	08-01-18	261M John M Baker Jr	09-04-18
6505M Fred Stock	09-11-18	285M Gerald E Weikel	10-10-18
6505M Salvatore S Ventura	08-12-18	338C Richard J Krasa	09-12-18
6505M Donald E Wuest	09-05-18	458M Jesse Boswell	06-12-18
<b>Death Benefit Claims Paid November 2018</b>			
1B Lorraine Holman	08-02-18	458M Darryl A Holloway	09-09-18
1B Sandra J Parent	09-30-18	458M Dominic Kivlehan	09-05-18
1B Edith E Pihl	09-15-18	458M Christian Schmidt Jr	07-19-18
1L Camillo Gaudio	10-19-18	458M Dennis Suero	10-06-18
1L Bernard Neyman Jr	09-30-18	458M James Szymkowski	10-22-18
1L Albert Prisco	06-09-18	458M Roy H Thompson	09-29-18
1L Edward Shown	09-25-18	458M Richard F Weber	10-18-18
1M Gerald B Putz	10-01-18	508M Raymond Mearthur	10-02-18
1M Gerald Weedman	10-11-18	508M Robert N Mumea	10-04-18
1M Robert J Wilharber	10-22-18	518M James L Adamson	09-05-18
2N August H Butler	10-20-18	527S Steve C Logan	09-13-18
2N Jesse Markowitz	09-30-18	546M Robert C Schlich	07-12-18
2N George D Mccoy	10-13-18	555M Sylvain Lavigne	09-24-18
2N Michael Mullen	04-06-18	555M Jean Guy Paquette	10-13-18
4B Laverne P Danforth	10-05-18	555M Anne Skiadarensis	02-14-18
14M Vincent Carnuccio	09-22-18	568M Paul Reagan	09-09-18
14M Joseph Schwartz Jr	10-12-18	572T Amelia E Clark	09-21-18
14M John R Trischitta	10-15-18	572T Carlos J Jarrin	07-31-18
14M Harry Wilkins	10-17-18	575M Robert L Addleman	09-17-18
16N Greg D'Eramo	09-26-18	577M Rodger G Mueller	07-31-18
17M Mary V Keys	09-26-18	577M Patrick J O Shea	11-11-15
17M Kelli S Koontz	09-16-18	577M Harold Tamer	07-26-18
23N Michael A Mccvicker, Sr	10-01-18	577M Raymond Vankylen	08-14-18
24M William M Summerville Jr	02-14-18	612M Elsie Grippaldi	10-09-18
77P Arnold J Ritter	10-15-18	625S William H Williams	09-04-18

Local	Date of Death	Local	Date of Death
999ML Rose French	10-07-18	<b>Death Benefit Claims Paid December 2018</b>	
999ML Ronald J Greuel	07-30-18	1B Mary K Hall	10-30-18
999ML Richard J Kulik	08-29-18	1B Vera Schwagel	11-07-18
999ML Christina I Liberti	10-05-18	1L Charles H Mickelsen	06-06-18
999ML Robert A Mosher	08-28-18	1L Leon Rosenberg	10-28-18
999ML Peter L Piller	09-16-18	2N John Basso	10-28-18
2289M Bill S Fleming	09-16-18	2N Carmine Di Grande	11-12-18
2289M Alvin F Hill	06-17-09	2N Patrick O'Kelly	08-16-18
6505M Wanda A Kerley	10-27-18	3N Paul E Hogan	11-21-18
6505M Gary L Pressley	09-23-18	14M Barry Bond	11-02-18
		14M Bertha M Garner	10-28-18
		14M Governor Sherman Jr	10-15-18
		16N John Falls, Jr	11-02-18
		16N John B Mulholland	10-11-18
		16N Eugene A Pivinski	10-26-18
		72C Wyatt O Crossin	10-21-18
		72C Edward Frost	11-02-18
		100M Robert R Bedard	10-30-18
		100M Allan Lapointe	09-18-18
		119B Grace Parker	10-02-18
		119B Josefina Serrano-Cummin	09-01-18
		235M Robert A Goodloe	11-13-18
		458M Roy E Hempfling	11-09-18
		458M Raymond Jenkins	08-10-18
		458M Leonard P Koca	06-28-18
		458M Michael Lammers	09-10-18
		458M Robert H Sroka	11-04-18
		458M Steve Tolomeo	11-14-18
		503M Philip E Broton	10-08-18
		508M James R Watkins	10-28-18
		518M George E Macfarlane	10-02-15
		543M Glenn E Orthengren	04-27-08
		555M Emilian Bachand	07-01-18
		555M Donald Corbeil	10-24-18
		572T Larry B Pettyjohn	09-25-18
		575M Freddie S Crouse	05-26-18
		999ML Marion G Amidon	07-26-18
		999ML Fredrick H Cribbs	11-22-18
		999ML James H Word	09-27-18

Local	Date of Death	Local	Date of Death
2289M Norman E Alvey	10-30-18	<b>Death Benefit Claims Paid January 2019</b>	
2289M William M Chisholm	10-12-18	1B Norman I Burton	11-26-18
2289M Alan E Hopkins	07-06-18	1B Lorraine Hames	12-05-18
6505M Barbara J Garret		1B Lawrence K Olson	11-04-18
		1B Richard M Pruden	11-05-18
		1L Salvador J Bellomo	11-22-18
		1L Edward L Gibbons	08-26-18
		1L Saul Kauffer	12-17-18
		1L Anthony P Onorato	12-01-18
		1L Ralph D Paight	12-22-17
		1L William N Schultz	10-22-18
		1L Albert Sommantico	11-29-18
		1L Arthur F Truglio	09-02-12
		1M Robert E Pogue	11-12-18
		1M Gerald B Putz	10-01-18
		2N Jacob M Reustle	12-06-18
		3N Louis R Giumentaro	09-20-18
		3N John E Larkin	11-06-18
		13N Daniel F Jarosch	11-05-18
		14M Cleteur Counard Sr	10-09-18
		14M Charles J Mcmichael	11-19-18
		14M Paul R Schaubeck	10-18-18
		16N Charles A Wiseley	12-11-18
		24M Robert Jerold Braden	11-06-18
		24M Raymond J Owens	11-01-18
		72C Robert H Brawand Sr	11-18-18
		77P John R Alger	06-13-18
		77P Thomas E Bachorz	11-26-18
		77P Raymond C Buchberger	11-22-18
		77P Werner H Lasch	07-29-18
		119B Chester Gaj	08-07-18
		119B Arthur Magnani	12-15-18
		119B John Mccray	12-25-17
		119B Garnetha Williams	05-30-18
		119B Marie Williams	12-02-18
		137C Joseph F Mckeown	07-26-18
		235M Carl D Carter	12-01-18
		235M Anthony D Cipolla	11-18-18
		235M J C Mabrey	11-20-18
		235M Joyce A Osborn	12-04-18
		235M Lee E Patton	03-11-18
		235M Franklin E Waitzmann	12-08-18
		406C Dominick J Esposito	09-19-17
		458M Richard Bartoszewski	11-21-18
		458M David M Deckman	11-01-18
		458M Rachel Elwell	11-22-18

Local	Date of Death	Local	Date of Death
458M William Geary	12-12-18	<b>Death Benefit Claims Paid February 2019</b>	
458M Patricia L Gilkerson	11-14-18	1B John P Dorsett	12-20-18
458M Chester C Klein	10-19-18	1B Diane L Kutter	12-20-18
458M Robert L Luino	11-24-18	1C Robert Drummond, Sr	12-14-03
458M Ernest Stern	11-27-18	1L Rudolph A Nydegger	11-10-18
458M Larry Thomas	10-30-18		
458M Fred J Wiegand	10-14-18		
503M Thomas D Faeth	07-10-18		
508M John R W Borders	11-10-18		
508M Jerry M Hathorn	10-28-18		
508M Ruby Kirchgessner	05-26-08		
508M Leo J Korpieski	10-29-18		
508M John Kottyan	09-21-18		
518M Stanley D Larson	11-28-18		
518M Dean R Stotts	08-05-18		
527S Michael Murawski	10-11-18		
546M Robert A Brutscher	06-01-18		
546M Donald G Hill, Sr	08-17-18		
546M Anthony J Krebs	04-11-18		
546M Willie J Peak	11-15-18		
555M Gaston Cherrier	11-19-18		
555M Hazen S Jones	12-03-18		
555M Charles Vencent Mollins	11-30-18		
555M Albert Zimmer	06-04-18		
568M Stanley E Curry	11-03-18		
568M David R Lenz	10-23-18		
568M George J Oreskovich	11-28-18		
568M Daniel J Wilkins	11-25-18		
572T Donald H Arnold	11-22-18		
572T Carroll W Steele	08-26-18		
612M Lydia Bravenboer	09-30-18		
612M Richard F Delaney	10-28-18		
612M George J Krehel	11-27-18		
625S Russell L Kromminga	02-14-18		
704C Donald Ray Sunderland	05-02-17		
853T James E Gimblett	05-23-18		
999ML Nelda F Birch	10-26-18		
999ML Olga O Gontarek	11-22-18		
999ML Martha E Jackson	11-27-18		
999ML Norman W Konzen	11-19-18		
999ML John R Sheehan	11-26-18		
999ML Ronald W White	12-24-18		
6505M Lawrence J Howard	12-06-18		
6505M Joanna M Schneider	10-27-18		
6505M David F Witt	12-13-18		

## 'JACK' GREER, A DIGNIFIED LEADER WHO LOVED FAMILY AND RURAL LIFE

John "Jack" Greer, a former GCIU international vice president known for his dignified manner, wide knowledge of labor union issues and strong belief in pension protections, died Sept. 15 at his home in Luray, Virginia. He was 88.

Cause of death was complications related to kidney failure, according to his daughter, Kathy Self, the elder of Greer's seven children. Greer, who received in-home hospice care, was surrounded by loved ones in his final hours, family members said.

Deeply devoted to his large family, Greer enjoyed gatherings of children, grandchildren and great-grandchildren at his farm in Virginia, said Self, who retired in 2018 as GCC/IBT executive secretary after 45 years of union service.

When his children were young, Greer sometimes took them to union meetings and, in later years, occasionally brought grandchildren with him on business trips so they could see various parts of the country. "He loved having all of us around," said Self.

Greer, a graduate of St. John's College High School in Washington, D.C., began his print industry career at Kirby Lithographic Co., also in the capital. He joined Local 285 of the Graphic Arts International Union (GAIU) and rose through the ranks to become the local's president for 21 years – expanding membership significantly during his tenure – and served on the GAIU executive council.

George Tedeschi, former GCC/IBT president and now the union's president emeritus, met Greer in 1983 when the International Printing and Graphic Communications Union (IPGCU) and the GAIU merged to form the Graphic Communications International Union (GCIU).

"My first impression of Jack was that he was like a statesman," Tedeschi said. "He was disciplined – distinguished and professional. A lot of people mistakenly portray union leaders as loudmouths with no manners or dignity. That wasn't Jack."

Greer's work in the pension field and as president of the International Foundation of Employee Benefit Plans demanded that he often meet with influential leaders and speak at important and highly attended union gatherings.

His sophistication in those settings masked a hankering for the simple life, however, and, with his wife, Christie Lee, Greer bought a farm in Luray. As a teenager, Greer spent summers at an uncle's tobacco farm in Maryland and, Self said, the experience made an impression.

On the 100 acres of Pear Tree Farm, the Greers raised cattle, welcomed family



John 'Jack' Greer

and friends into an old farmhouse they had lovingly restored. Greer surveyed his spread while riding on a John Deere Gator and often told grandchildren to hop aboard.

"He loved farming," said Garry Foreman, a former GCIU international vice-president who serves as president of Local 17-M, Indianapolis. "This well-dressed union leader who could address any organization – you would never have guessed."

Holiday dinners at the farm were special occasions and, when it came to inviting guests, the Greers believed the more the merrier. Foreman, his wife, and their daughter visited Pear Tree for one of those memorable events with good food – the down-home sort, nothing fancy – and strong sense of warmth and hospitality. "His loving family welcomed my family," Foreman said.

Consideration for others was a hallmark of Greer's life, friends said, and a reason why he was so keen on pension issues, said Kathy Self.

As president of Local 285, Greer pushed hard for members to join the Inter-Local Pension Fund, she said. Some members resisted because they did not want to diminish take home pay in the short term. But, said Self, her father knew that benefits would make a significant difference later in life and pressed members to think ahead.

Greer brought people aboard – and members proved grateful.

"After my father retired, people called and asked that I say thank-you – that the pension benefits had really enhanced their lives," said Self. "That made me proud."

In retirement, Greer and his wife played golf around the country and were members of the Caverns Country Club and Resort in Luray. They traveled extensively and often headed to Myrtle Beach, South Carolina. Greer sold the farm in the 1990s and moved to a smaller home in Luray – but still with plenty of space. "Seven acres," said Kathy Self.

John Greer, who was described by family members as a person of "strong Catholic faith," is survived by his wife of 37 years, Christie Lee; daughters, Sharon Bogle, Marianne Fast, Susan Greer, Kathleen Self, Andrea Weightman; sons, John and Patrick; sisters, Mary Jane Frohlich; a twin brother, Earl; 16 grandchildren and numerous great-grandchildren. Greer's first wife, Mary Joanne Greer, the mother of his seven children, died in 2014.

The family asks that gifts in John Greer's memory be in the form of donations to the National Kidney Foundation.





## Diversity will be ‘Signature’ of U.S.

The United States is changing – and more quickly than expected. A report on race and ethnicity by the U.S. Census Bureau shows that the nation “grew significantly more diverse over the past decade” as the number of white people declined and minority groups posted gains, according to the New York Times.

Data from the 2020 census showed that population growth decreased over the last decade but there was a solid increase among people who identified as mixed race, Asian and Hispanic. The black population also grew but at a slower pace, the Times said.

“This is a pivotal moment for the country in terms of its diversity,” William Frey, chief demographer at the Brookings Institution, told the Times. “Part of our population is aging and slow growing. To counter that, we have people of color who are younger and growing more rapidly. They are helping to propel us further into a century where diversity is going to be the signature of our demography.”

A story in the Washington Post noted the surprising speed at which the nation is heading for “majority-minority” status.

“Twenty years ago if you told people this was going to be the case, they wouldn’t have believed you,” William Frey of the Brookings Institution told the paper. “The country is changing dramatically.”

## Free Speech Protects Scabby, Too

Scabby the Rat is off the endangered species list.

An NLRB ruling said the inflatable rodent – familiar for years at labor rallies – is protected by free speech despite claims of the board’s former Trump-era general counsel Peter Robb.

Board members decided 3-1 to dismiss the complaint of an RV parts manufacturer who claimed it was unfair of the International Union of Operating Engineers Local 150 to station Scabby outside an Indiana trade show in 2018.

But NLRB chairperson Lauren McFerran said courts had “consistently deemed banners and inflatable rats to fall within the realm of protected speech, rather than that of intimidation.”

Robb, who was fired by President Joe Biden, wanted Scabby banned under certain circumstances and said the rat’s presence at the Indiana event was “confrontational, threatening and coercive.”

Cheesy argument, said the board.

The Supreme Court has found that other “confrontational – and far more offensive – forms of expressive activity” including cross-burning, flag-burning and anti-gay demonstrations” are protected by the First Amendment, the board said.

“Surely, if the First Amendment protects this conduct, prohibiting an inflatable rat...would raise significant constitutional concerns.”



KATHERINE NAGASAWA, MAGGIE SIMT / WBEZ VIA GOOGLE IMAGES



## Election Re-run Urged at Amazon

Amazon soundly defeated an organizing drive by the Retail, Wholesale and Department Store Union at its warehouse in Bessemer, Alabama, earlier this year that gained national attention.

That might not be the end of the story.

A National Labor Relations Board hearing officer has determined that the giant merchandising company – owned by billionaire Jeff Bezos – acted improperly and management misdeeds were serious enough to demand another election.

Specifically, NLRB official Kerstin Meyers backed the RWDSU’s claim that a mailbox installed on Amazon grounds gave the erroneous idea that Amazon – not the labor board – was collecting and counting ballots and might have intimidated employees.

Meyers also said that “vote no” items distributed at mandatory employee meetings may have “risked giving workers the impression their stance on the union vote was being tracked by the company,” according to the Bloomberg news service.

Union officials had complained to the NLRB and said there was ample evidence of management misbehavior.

“Throughout the NLRB hearing, we heard compelling evidence how Amazon tried to illegally interfere with and intimidate workers as they sought to exercise their right to form a union,” said RWDSU president Stuart Appelbaum. “We support the hearing officer’s recommendation that the NLRB set aside the election results and direct a new election.”

A final decision on another round of balloting will be made by the NLRB’s regional director in Atlanta.

Unionizing Amazon is viewed as essential by labor leaders and has prompted the launch of an “Amazon Project” by the Teamsters.

At its 30th convention in June, the IBT passed a resolution saying that “building worker power at Amazon and helping those workers achieve a union contract is a top priority.”

Randy Korgan, Teamsters national director for Amazon, told delegates “Amazon poses an existential threat to the rights and standards our members have fought for and won.”

But he said the union had a “tremendous opportunity” and promised victory.

“The Teamsters will build the types of worker and community power necessary to take on one of the most powerful corporations in the world and win,” Korgan said.

## DNC Staffers Sign Up with SEIU

Democrats are proving they are pro-union in the most convincing way – by organizing their national office.

Staff members at the Democratic National Committee in Washington, D.C. soon will be members

of Service Employees International Local 500 – the first time a party organization has become a union shop, according to National Public Radio.

The network noted that during the last presidential campaign, staff members of several Democratic hopefuls voted to organize, including field workers for then-candidate Joe Biden.

By joining the SEIU, staffers at the DNC made an important statement.

One worker, Christen Sparago, a fund-raiser, hailed the union vote as “an opportunity for the DNC to live its values,” and Democratic officials said the results were proof of the party’s “commitment to labor,” NPR said.





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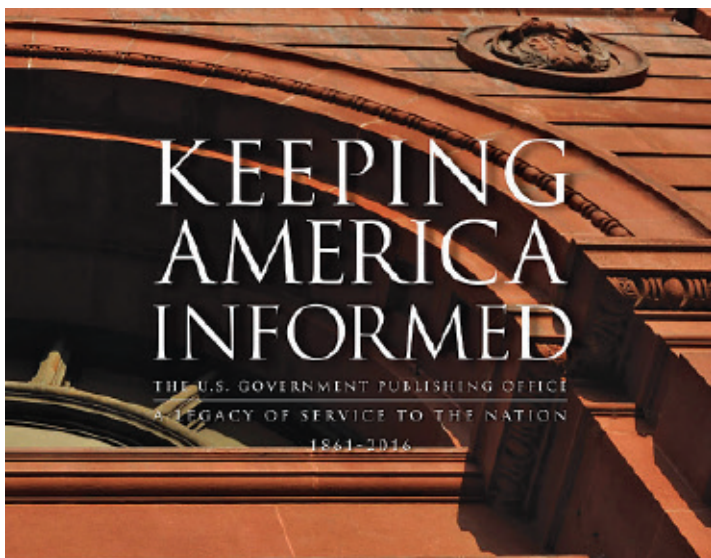


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## GOVERNMENT PUBLISHING OFFICE ANNOUNCES PRINT JOB OPENINGS

The U.S. Government Publishing Office in Washington, D.C. is seeking applicants for book-binding and machine operator positions.

### Job responsibilities include:

Inspecting passports throughout the bindery process.

Monitoring machine control panels and machine operation to identify processing problems.

Filling ink fountains and maintaining ink levels.

Setting adjustments for sequencing, timing and movement between multiple stations to ensure proper workflow.

Installing and replacing cover materials, laminate, foil, adhesives, and other supplies.

Applicants must be U.S. citizens, able to obtain a security clearance and prepared to handle material weighing up to 60 pounds

Additional information and application materials are available online at [usajobs.gov](http://usajobs.gov)

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SCAN ME

You can help make a difference and show your support for your union! The Teamsters Education and Mobilization (TEAM) Fund helps support our political efforts across the country.

Visit the TEAM Fund store here:



SCAN ME

## NOTICE ON WORKER OBJECTIONS TO AGENCY FEES

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

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

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

1. The agency fee payable by objectors will be based on the expenditures of the Conference, district councils, or local unions for those activities or projects normally or reasonably undertaken by the union to advance the employment-related interests of the employees it represents. Among these "chargeable" expenditures are those for negotiating with employers, enforcing collective bargaining agreements, informal meetings with employer representatives, discussing work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies, or informal meetings, and union administration. Based upon an independent audit by the Conference's auditors, it has been determined that eighty-five and sixty-nine hundredths percent of the Conference's expenditures for the year ending December 31, 2020 were for such activities. Because at least as great a proportion of district council and local union total expenditures are spent on "chargeable" activities as are spent by the

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

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

3. Objections for the year 2022 must be filed on or before December 31, 2021 for current agency fee payers unless a prior objection was filed on a continuing basis. Timely objections are for one year and will expire on December 31, 2022 unless they are filed on a continuing basis. Objections filed on a continuing basis will be honored until they are revoked. If an employee is not an agency fee payer, the employee must assume non-member status and file an objection to be eligible for a reduction of dues for the period beginning with the timely receipt of the objection. New employees who wish to object must not obtain member status and must file an objection within thirty days of first receiving notice of this policy for a reduction of dues for the period beginning with receipt of a timely objection.

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