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The Future of the Middle Class Worker

Paul LaBuda
President



Our society is ruled today by a combination of fateful influences, overfed self-serving corporate

C.E.O.'s, a big

business controlled media, billionaires who want to buy democracy and the aftermath of the post 9/11 national security state, that surround the ongoing financial double dealing of Wall Street. In spite of all this, most American workers just want the opportunity to earn a good living and to be able to take care of their families. On the other hand, over 300 of our countries richest "one per-centers" are gearing up to spend over seven billion dollars on the 2016 Presidential campaign. Their goal is to put someone in the White House who they will OWN, lock - stock and barrel. They are not concerned with the middle class worker or with the notion of creating real jobs for the many less fortunate but hard working Americans who have been left behind. This cast of characters is only interested in owning this country and piling up mountains of money. How do we change this and when will our political

leaders get serious and truly work for the interests of every American worker by restoring an economy that offers opportunity to all, not just the select few?

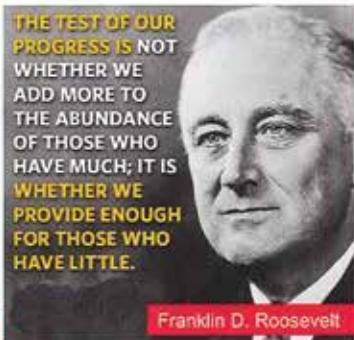
We need to fix our country's politics and believe that as American's we can make government work again before we witness the very extinction of the labor movement, the middle class and democracy in general. We are living in a very difficult and desperate period in American history. As a Nation, in the past, we have demonstrated America's greatness and survived and endured World Wars, depressions and national catastrophes because of the combined efforts of all of our citizens. If we are to overcome globalization, automation, technology, downsizing and off-shoring we need an enlightened government that recognizes its responsibilities to our society. Anyone who belongs to a labor union should be thankful for the protections and overall strength that they have, at least for now. The future of the Union movement and the middle class are at great risk and will only survive through the collective efforts and resolve of the American people.

WORDS WELL SPOKEN:



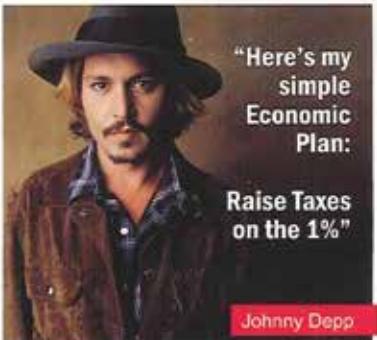
"Unions have been the only powerful and effective voice working people have ever had in the history of this country."

Bruce Springsteen



THE TEST OF OUR PROGRESS IS NOT WHETHER WE ADD MORE TO THE ABUNDANCE OF THOSE WHO HAVE MUCH; IT IS WHETHER WE PROVIDE ENOUGH FOR THOSE WHO HAVE LITTLE.

Franklin D. Roosevelt



"Here's my simple Economic Plan:

Raise Taxes on the 1%"

Johnny Depp

Tim Fadel
Local 19
Attorney



The “Right-to-Work” in Poverty III

We are in the midst of one of the strongest anti-union drives in American history. For years, I have been writing articles decrying the onset of “Right to Work” and other “anti-union” legislation. Presently, those efforts have reached a fever pitch with numerous states that were once bastions of organized labor passing laws aimed at weakening, if not destroying, organized labor in the United States.

Over the past few years, Michigan, Wisconsin, Indiana, and Kentucky have all passed “Right-to-Work” legislation. In each instance, support for this legislation was founded upon the misconception that “Right-to-Work” laws encourage businesses to expand thus resulting in increased employment and wages. In actuality, nothing could be further from the truth. A recent study jointly published by the Illinois Economic Policy Institute and the University of Illinois, clearly demonstrates that “Right to Work” laws harm workers, weaken the economies of the states where they are passed, and strain public budgets.¹

At the outset, it is important to understand what a “Right-to-Work” law is. Despite its name, “Right-to-Work” has nothing to do with the right of a worker to seek and accept gainful employment. Instead, a “Right-to-Work” law is a government regulation which bars labor unions from including union security clauses in collective bargaining agreements which ensure that each member of a bargaining unit who receives the benefits of collective bargaining- e.g., a higher wage, better health and retirement benefits, grievance representation, a voice at work- also provides his or her fair share of dues or fees. Simply put, a “Right-to-Work” law denies workers the basic right to enter into contracts with employers and allows



workers to “free-ride” on the efforts and contributions of others.

Examples of the harmful effects “Right-to-Work” laws have on the economy abound. Workers earn less in “Right-to-Work” states: from 2011 through 2013, the average worker in a “Right-to-Work” state earned \$41,789 per year in wage and salary income while the income for workers in states without “Right-to-Work” legislation was \$45,913 annually, or 9.9 percent higher. Despite the claims of “Right-to-Work” proponents, employment is not higher in “Right-to-Work” states. Indeed, the share of the working-age population that had a job (i.e., the employment rate) was 68.9 percent in “Right-to-Work” states in 2011, 2012 and 2013. Meanwhile, the employment rate of persons in states without “Right-to-Work” legislation was higher at 69.0 percent.

The harm caused by “Right-to-Work” laws is not limited to pay rates and employment statistics but also touches upon the benefits that many take for granted. For example, the rate of employer-sponsored health insurance is 2.6 percentage points lower in “Right-to-Work” states compared with states that forgo “Right-to-Work” laws. As such, if “Right-to-Work” legislation is passed nationwide, 2 million fewer workers nationally would be covered under their employer’s health insurance policy. Similarly, the rate of employer-sponsored pension is 4.8 percentage points lower in “Right-to-Work” states. Accordingly, if “Right-to-Work” legislation is passed nationwide, 3.8 million fewer American workers would have pensions.

As these statistics demonstrate, “Right-to-Work” laws, as Martin Luther King, Jr. once said “provides no rights and no work. Its purpose is to destroy labor unions and the freedom of collective bargaining.” I ask that you all inform your friends, family, and co-workers of these realities. Let them know that “Right-to-Work” laws will not only adversely affect those workers who enjoy the benefits of a unionized workplace but also non-union employees. Explain that the proponents of “Right-to-Work” legislation are not interested in ensuring a more prosperous economy for all workers but are instead interested in pushing through a political agenda designed to deny organized labor the ability to effectively represent its constituents. And for those who will say to you that the “Right-to-Work” Amendment is not anti-union legislation but instead a pro-worker law, share with them this quote from President Harry S. Truman: “You will find people saying that they are for the so-called “Right to Work” law, but they also believe in unions. This is absurd. It’s like saying you are for motherhood but against children.”

¹ Frank Manzo IV, MPP & Robert Bruno, PhD. (2014), *Free-Rider States: how Low Wage Employment in Right to Work States is Subsidized by the Economic Benefits of Collective Bargaining*.



Local 19 Proud to Sponsor Buckeye Local High School Panther Marching Band's 2014 Washington, D.C. Trip

Local 19 is proud to have helped sponsor the Buckeye Local High School Panther Marching Band for its 2014 trip to Washington, D.C. The BLHS Band was chosen by Congressman Bill Johnson to represent the state of Ohio at the National Memorial Day Parade.

The BLHS band includes 3 of our own Local 19 members' children. Tanner Jackson is the daughter of Heather and George Jackson. George has worked at Ryder Transportation Services for over 10 years. Logan Bell is the son of Katrina and Lowell Bell. Lowell has worked at Nickles Bakery for over 14 years. Christopher DiCenzo is the son of Barbara and Danny DiCenzo. Danny has worked at Nickles Bakery for almost 20 years.

This parade, which takes place annually in Washington, D.C., is to pay tribute to America's Veterans and our Honored War heroes from the American Revolution up to present day conflicts. Every year on Memorial Day this three hour parade passes alongside the National Mall on Constitution Avenue in a magnificent salute to America's Veterans and in honor of those who gave their lives to defend our country. The parade consists of select marching bands and veteran units from each of the 50 states and has more than 10,000 participants each year.

There were many highlights of the trip. Participants experienced the thrill of performing for a large crowd at such a distinguished event. They felt the excitement of attending the live PBS broadcast of the National Symphony Orchestra concert at the U.S. Capitol. The group participated in a military wreath laying ceremony during the changing of the guard at the Tomb of the Unknown Soldier at Arlington National Cemetery. They enjoyed an evening walking tour of the Lincoln, Vietnam, Korean, FDR, Martin Luther King

and National World War II Memorials and the Washington Monument. The band also visited Capitol Hill and saw the Supreme Court and Capitol buildings. They even caught a glimpse of the White House while walking along Pennsylvania Avenue.

This year as Memorial Day approaches, remember to be thankful for the sacrifices made by our troops. We should honor the troops by celebrating them not only on Memorial Day but every day thereafter while we enjoy the simple daily pleasures and freedoms that they have helped protect in this great nation!



Tanner Jackson, Logan Bell, Christopher DiCenzo, children of Local #19 Members



Terry Olszewski (left), Doug Schuetz (right)

A Walk Down Memory Lane

Garfield Heights High School football team goes undefeated with a 10-0 record! Not in 2014 but in 1977! Local 19 Business Agent Doug Schuetz came across some interesting memorabilia from that epic 1977 season. Two posters were uncovered, one showing the team schedule and scores for each game hand written in after each victory and the other poster had pictures of all the players and highlights from the storybook season. Doug Schuetz played left offensive tackle and remembers these games with pride. Not only did the team go undefeated but they managed to dominate their opponents every week. The Garfield Heights Bulldogs scored 318 points that season and only allowed 66 points to be scored by the opponents all year. The Bulldogs won the Lake Erie League Conference that season and finished third in the Regional Rankings.

A fun side note is that Terry Olszewski who is pictured with Doug Schuetz is the Superintendent of the Garfield Heights School system and he played defensive back for the Valley Forge Patriots of Parma, Ohio. Schuetz and the Garfield Heights Bulldogs played Olszewski and the Valley Forge Patriots on the last game of the season and beat them to finish their season undefeated.

Doug is not the only member of the family with Bulldog pride. His son Chris who works at Heinens played Center and Long Snapper for Garfield Heights from 1994-1998. His sister Lisa Perko has been a teacher in Garfield Heights for 27+ years and is a Labor Liaison for the Teachers in Garfield Heights.

With all of this Bulldog History, Doug found it fitting to donate the memorabilia to Garfield Heights High School to



Doug Schuetz

be displayed. Superintendent Olszewski was very excited to have those pieces of the past back on school grounds as a reminder of a great season and hopefully showing a little foreshadowing for the upcoming 2015 season!

New NLRB Rules Expedite Elections, Could Turn the Tide in Union Organizing Campaigns

Starting in April, 2015, new National Labor Relations Board (NLRB) rules will make it easier for Unions to organize. The new rules set forth an accelerated election process, decreasing the period of time between the filing of a representation petition and the actual union election. Elections could actually be held within 20 days of the filing of a petition, with the NLRB scheduling a pre-election hearing within 8 days of a petition being filed.

As of April 14, 2015, when a petition is filed, the employer will be required to post an initial NLRB notice of election, which contains info about the petition and advises the parties of their rights and obligations. Employers will also have to submit a Statement of Position (SOP) form to the NLRB within 7 days of receipt of the election petition. SOP forms must include a list of prospective voters, with their job classifications, shifts and work locations.

Election stays pending an appeal will no longer be permitted. Under the new rules, voter eligibility issues will be deferred from pre-election to post-election hearing proceedings. Additionally, a list of all eligible bargaining unit employees, called an Excelsior list, must be filed electronically two days after a Direction of Election has been issued. The list must include employee's home address, telephone numbers and email addresses.

Ed Thomas
Vice President



Although both the US House of Representatives and the US Senate have passed resolutions to disapprove the new NLRB election rule, President Obama has said he will veto the joint Congressional resolution and the rule will take effect on April 14th as planned.

Unions throughout the country are applauding the new expedited rules, and expectations are high for an explosion in Union Membership in 2015.



IN MEMORIAM

We mourn the passing of these members and offer condolences to their families and friends.

John R. Arkenberg

Nicolaus P. Conzen

David Dombrowski

Addie Dudley

Richard Dugay

Herbert Gedeon

Isam Hamlin

George Hihin

Richard Jokkel

Donald W. Jones

David R. Keller

Robert S. Keso

Robert Maple

Lawrence Miller

Howard Moyers

Veronica Patek

Horst Radde

Carmel G. Ramunno

Nathan Scott

William Shinault

Roger O. Sorg

Nicholas A. Veltre Jr.

Myrtle L. Wilson

Nick Jurjevich

2015 Retirees' Bus Trips

Wednesday, April 29, 2015

Do you like learning about different cultures or maybe learning a little bit more about your own, if you are German that is. Come join us at Schmidt's German Village. Here we will have a step on guided tour of the area, enjoy a lunch with entertainment and have time to shop in their stores and fudge shop. Reservations due by April 10, 2015.

Cost: Member	\$40.00
Spouse	\$40.00
Guest	\$52.00

Thursday, June 4, 2015

Come spend an afternoon cruising and gambling. We are going to head east to Pittsburgh where we will board the Gateway Clipper for a relaxing cruise on the river while enjoying lunch. Afterwards we will head over to Rivers Casino for some gambling. A little bit of something for everyone. Reservations due by May 8, 2015.

Cost: Member	\$50.00
Spouse	\$50.00
Guest	\$68.00