

THE UNITED STATES INTERNATIONAL TRADE COMMISSION

In the Matter of:)
)
DISTRIBUTIONAL EFFECTS:)
LOCAL IMPACTS ON UNDERSERVED)
COMMUNITIES)

Friday,
April 1, 2022

Teleconference
U.S. International
Trade Commission
500 E Street, S.W.
Washington, D.C.

The roundtable commenced, pursuant to notice, at
1:10 p.m., before the United States International Trade
Commission.

PARTICIPANTS:

USITC:

VICE CHAIR RANDOLPH J. STAYIN, Moderator
CHAIR JASON E. KEARNS
COMMISSIONER DAVID S. JOHANSON
COMMISSIONER RHONDA K. SCHMIDTLEIN
COMMISSIONER AMY A. KARPEL

WILLIAM R. BISHOP, Supervisory Hearings and
Information Officer
TYRELL BURCH, Management Analyst

KATHRYN MONTOYA, ASL Interpreter
KIM DIEZ, ASL Interpreter

PARTICIPANTS: (Cont'd)

External:

JALADAH ASLAM, AFSCME Ohio Council 8
JOHN BOZEK, Invest Puerto Rico
TERESA CASSADY, USW District 1
SERGIO CONTRERAS, Rio Grande Valley Partnership
RYAN CRUMPTON, Element TV Company
JAMES SMALL, Element TV Company
TY DAVENPORT, Fairfield County, South Carolina
BILL DRAVES, IUE-CWA Sustainable Energy Solutions
ALIKA KUMAR, Arizona Minority Business Development
Agency
DERICK HOLT, Wiley Rein
MOUSA KASSIS, Youngstown State University
KEVIN KEY, USW District 9
DR. JUAN LARA, University of Puerto Rico
RUTH MAZARA, WinC
DR. DAVID MITCHELL, Missouri State University
ZACHARY JUSTIN MOTTL, Atlas Tool Works
JOAN NOTAH, Arizona Minority Business Development
Agency
DR. THOMAS O'BRIEN, Center for International Trade
and Transportation
WILLIAM PADISAK, Mahoning/Trumbull AFL-CIO CLC
GREG PALLESEN, Association of Western Pulp & Paper
Workers
RICK PIETRICK, USW Local 979
ADAM SCHELSKE, CWA Local 4603
BEATRIZ RICARTTI, Alliance for Better Communities
DR. ANDREW STETTNER, The Century Foundation
VICTOR STORINO, Republic Technology
International/USW

P R O C E E D I N G S

(1:10 p.m.)

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3 VICE CHAIR STAYIN: Good afternoon, and welcome,
4 everyone. We are pleased to welcome you to our final
5 roundtable on the distributional effects of trade and trade
6 policy on U.S. workers.

7 My name is Randy Stayin. I am Vice Chairman of the
8 U.S. International Trade Commission and one of five
9 Commissioners at the ITC. I've represented companies and
10 workers who have been injured by unfairly traded imports.
11 Much of my work included meeting with workers at their plant
12 to learn about the impact of imports on their lives.

13 Today's roundtable will give us the opportunity to
14 discuss how and why trade may affect workers in underserved
15 and underrepresented communities differently than other
16 workers. I will be the moderator of today's roundtable. The
17 Agency's Chair, Jason Kearns, Commissioners David Johanson,
18 Rhonda Schmidlein, and Amy Karpel are actively listening and
19 may also ask questions toward the end of our discussion.

20 Before we get started, I thought I would tell you a
21 little bit about the Commission and the context of the
22 roundtable. The U.S. International Trade Commission is an
23 independent agency. We are not part of the President's
24 Administration, nor Congress, but we do assist the
25 Administration and the Congress with research and providing

1 information and analysis through various means such as this
2 study.

3 In addition, our responsibilities also include
4 deciding antidumping and countervailing duty injury, import
5 injury, and unfair trade practices that have injured U.S.
6 industries and workers. Our job is to be independent and
7 objective.

8 Today's event is one of seven roundtables to
9 collect input on potentially different effects of trade on
10 U.S. workers as part of this study requested by the United
11 States Trade Representative. Each roundtable has focused on
12 a different category, including by skill and effect,
13 underrepresented and underserved communities. As you know,
14 the focus of today's event is local impacts on underserved
15 communities.

16 At the conclusion of all of the roundtables, we
17 will submit a written report to USTR summarizing the
18 information that we gathered during the roundtables. This
19 report will be delivered in October of this year, and it will
20 be publicly available.

21 My role today is to ask questions and manage the
22 flow of discussion so that everyone has a chance to speak.
23 Your role as a participant is to share experiences, opinions,
24 and information. We want this to be a wide-ranging
25 conversation, so you may hear something that you don't agree

1 with. Just remember that there are no right or wrong answers
2 and that we value all perspectives. What we want are your
3 candid thoughts.

4 Before we get started, I have a few housekeeping
5 items. Our discussion today is scheduled to last for two
6 hours with a short break after the first hour. Having said
7 that, we may continue our discussion past 3 p.m. if our
8 conversation continues to be lively because we want to ensure
9 that everyone has an opportunity to be heard. Of course, we
10 realize that not everyone may be able to stay past 3, so
11 please do not feel obligated to do so.

12 Please be conscious of the fact that this is a
13 public meeting, which means that this meeting is open to the
14 public and the press. If we do have media joining us today,
15 please feel free to reach out to our Public Affairs
16 Department if you have any questions. The contact
17 information for Public Affairs is on the ITC website.

18 Also, the discussion today is being transcribed for
19 the record, and a link to that transcript will be included in
20 the final report to the USTR. Therefore, you should be
21 careful not to share any information that you or any firm or
22 organization which you are affiliated with may view as
23 confidential.

24 If you would like to respond to a question, please
25 use the Webex Raise Hand, a link to that Raise Hand feature,

1 and I will recognize you. If this doesn't work for some
2 reason or if you've done that and I don't see it for some
3 reason, just wave your real hand to get my attention.

4 If you are participating by phone, you may jump in
5 when you sense there is a pause, or you can email us at
6 de@usitc.gov, and the team will notify me that you would like
7 to speak. Please remember that only registered participants
8 will be invited to speak during today's discussion. If
9 you're here today as a member of the public observing and you
10 would like to provide some input, please email us at
11 de@usitc.gov.

12 Whenever you make a comment, we ask that you state
13 your name so it's clear to everyone who is speaking. If
14 there is an organization with which you are affiliated that
15 you'd like to identify, please also state the name of that
16 organization when you comment.

17 We have a particularly large number of participants
18 in this roundtable, around 30 people. To ensure that as many
19 people as possible have an opportunity to speak, please try
20 to limit your comments to two or three minutes per instance.
21 If you have additional comments following today's roundtable,
22 please contact us at de@usitc.gov. Staff will be happy to
23 meet with or accept written submissions from any participants
24 or observers, and your comments will be included in our
25 report, along with the comments participants provide to us in

1 today's roundtable.

2 Once again, I would like to thank all of you for
3 being here today. I'm looking forward to an enlightening
4 discussion, so let's get started.

5 I have three groups of questions. First, I would
6 like to ask about the impacts of imports, exports, and
7 foreign investments in your communities. Secondly, I'd like
8 to ask how government policies related to trade have harmed
9 or benefitted your community. And, third, I'd like to ask
10 about factors that have helped or hindered your community
11 members' ability to find and hold good jobs and tools in the
12 community available to help workers deal with job losses or
13 take advantage of opportunities.

14 These three topics are related, so if your answers
15 cover multiple topics, that is fine. My intention is not to
16 be too rigid about the structure of our conversation.

17 My first question is, have exports impacted workers
18 in your communities, have imports affected workers in your
19 communities, have your communities experienced a business
20 closing or moving abroad to produce an export back to the
21 U.S.? If so, how has this impacted your community and the
22 workers in your community?

23 Who would like to start? There we go. Mr. Mottl.

24 MR. MOTTL: Hello. Thank you. Thank you for
25 convening this meeting today and for the opportunity to

1 speak. My name is Zach Mottl, and I represent three
2 organizations, the first being my family's fourth-generation
3 business, Atlas Tool Works. We were founded in Chicago in
4 1918, and we employ around 70 workers. We make precision
5 parts and pieces that go into a variety of industries, the
6 aerospace and defense industry, the medical industry, telecom
7 and electronics, and general industrial products. We're what
8 you'd call a machine shop. We're a contract manufacturer for
9 OEMs and other companies. We don't design our own products.
10 We make products for other people.

11 I'm also the former chairman of the Technology
12 Manufacturing Association in Illinois. It's a regional trade
13 association with around 1,000 member companies, 35,000
14 employees at those companies, and TMA has been providing
15 boots-on-the-ground training programs in vocational training
16 for workers since 1925. We've trained around thousands --
17 typically, about 1,000 people a year graduate through our
18 programs, although that's slowed down in the past 10 years,
19 and sometimes we only have a few hundred, but we are seeing
20 renewed interest in our programs.

21 We do a lot in terms of trying to get people in
22 at-risk communities in Chicago's South and West Sides. We
23 work with West Side Forward. We also work with Safer
24 Foundation trying to transition former convicts and inmates
25 into gainful employment and give them skills, hands-on

1 skills, to work in manufacturing.

2 And I also am the Chairman of the Coalition for
3 Prosperous America. It's a group that represents 4.1 million
4 workers across America in manufacturing, in labor, in
5 ranching and farming. And so these are America's producers,
6 the women and men who make things in America, be it
7 agricultural or manufactured products.

8 And so, from these roles, I've had a unique
9 perspective. The past really 20 to 25 years I've seen the
10 world change a lot. You know, my family for these four
11 generations, the first three had no need to really advertise
12 or look for new customers. There was so much industrial work
13 in America, and we grew up making parts and pieces for the
14 telecom industry.

15 But, in the year 2000, I watched something change
16 dramatically. Some trade policies changed, and we gave
17 particularly China most favored trading status with our
18 nation, and I watched the telecom industry, an industry that
19 my great grandfather had worked at Western Electric and then
20 left to start this company to make parts and pieces for that
21 industry, you know. So, for almost 75 years, we were about
22 80 percent in the telecom industry, but I saw my customers,
23 Lucent Technologies, Nortel Networks, all of these wonderful
24 manufacturers who were making high technology equipment here
25 in America and exporting to the world, I watched all of them

1 move their supply chains into China. It started with parts
2 and pieces, and then it went up into higher and higher
3 assemblies, and now we really don't have an American telecom
4 industry anymore.

5 And, unfortunately, around the year 2005, I had to
6 lay off half of our workforce, and that was a really tough
7 time for me. Our company was able to pivot and find the new
8 markets I told you about, defense and aerospace and things
9 like that, medical, but I watched so many companies from my
10 TMA members close. There was one gentleman that employed
11 1,000 workers, and he made flowerpots, and you might think
12 that's a low-tech or not an important industry, but he had
13 1,000 good jobs for people, and those were all eaten up by
14 what I would say is unfair foreign competition.

15 We made these trade deals, and we would, you know,
16 give away our -- we'd lower our tariffs, and we would give
17 market access to other countries, and we always did it on the
18 promise that we would be getting something in return,
19 opportunities to export or an opportunity for more jobs, but
20 the way I have seen it in these past 30 years, 25 years, has
21 been that what happened was we lowered our tariffs, other
22 countries didn't necessarily lower them to the same level,
23 and they used a whole host of predatory practices to gain
24 market access here.

25 The United States is the market that everyone

1 wants. There is no bigger market than ours right now. We're
2 the cherry, we're the one that everyone wants to sell to.
3 And so, you know, I think we have good intentions in making
4 these trade deals and lowering our tariffs and things, but it
5 just didn't work out the way we wanted. I watched these
6 companies close. I watched my own company struggle to
7 survive and reinvent itself over and over again, and it's
8 getting harder and harder.

9 And what did it do to workers? You know, we
10 employ -- 50 percent of my company is women and minorities,
11 and, you know, so everyone in these types of communities
12 suffered. Their wages stagnated. We had a hard time
13 surviving, and that upward mobility ladder that a factory
14 work or manufacturing job provides kind of disappeared.

15 And I believe that's the root of a lot of the crime
16 that we have in Chicago right now. People have lost hope and
17 they've lost opportunity. But, in manufacturing, we don't
18 really care who you are, what your background is. It's a
19 skills-related job, and we value skills and longevity and a
20 career.

21 And so I think as we've traded away, we've made
22 deals and we've traded away these types of industries and
23 jobs. These are the roots of some of the ills in our
24 society, the depths of despair, the crime, the drug problems
25 that we see in cities; these factories disappeared.

1 And in rural towns, these farmers, they've
2 struggled because there was always a factory and farms in
3 town and it provided a good stable employment. As we've lost
4 the factories, we've had to rely more and more on the farm
5 and other forms of relatively low-wage employment. These
6 service jobs, they just don't provide the same value to an
7 entry-level worker that a manufacturing job does. You know,
8 coffee baristas are great and servers at restaurants are
9 great, those are fine jobs, but they don't value the
10 longevity and skill and training, and give that upward
11 mobility up the ladder as you build skills in manufacturing.

12 So I know I've said a good amount, and I'm happy to
13 answer questions on it. I can, of course, keep talking, but
14 I don't want to hog the microphone here. Mr. Chairman or
15 Vice Chairman, if you have any questions, I'd be happy to
16 elaborate or speak more about these later on.

17 VICE CHAIR STAYIN: Yes. Tell us a little more
18 about your industry. How many companies are involved?

19 MR. MOTTL: So, at the industry association at the
20 regional one in Illinois, which primarily handles the Chicago
21 land area of northern Illinois and out to Rockford, there's
22 1,000 companies participating in that association. And I'll
23 tell you that's today. But, if you go back 30 years, we were
24 double the number of companies. We were almost 1900
25 companies. And so you've seen what 30 years of trade policy

1 has done, and these are small family businesses, sir. These
2 are, you know, manufacturers like me. The average employment
3 is between 10 and 50 workers at these companies.

4 So it is kind of the backbone of America, and,
5 largely, these companies like mine, they're supply chain
6 companies, right. They feed into other networks. I talked
7 about my relationship with the telecom industry, but a lot of
8 these companies, they feed into the automotive industry or
9 agricultural, you know, John Deere and Caterpillar-type
10 equipment. They make parts and pieces for other people.

11 VICE CHAIR STAYIN: How many companies have gone
12 out of business?

13 MR. MOTTL: Again, my observation was about 8- or
14 900 companies out of that group closed, and, yes, new ones
15 have come, but the pace of closures is two to one easily,
16 easily. And, again, we saw that in the graduation rates
17 through our vocational training programs, where we were
18 training through -- it's a three- to four-year program. This
19 is the equivalent of college, right? They work during the
20 day at a company, and they go to classes at night, on the
21 weekends, typically paid for by the company.

22 And, you know, when we were graduating 800 to 1,000
23 people a year, that was wonderful, we had a lot of workers to
24 choose from and a lot of companies for them to work at, but
25 just as these companies have closed, so has the training

1 dried up, and now we're down to a couple hundred students a
2 year typically, if that.

3 VICE CHAIR STAYIN: Have you considered any relief
4 under our trade remedy laws?

5 MR. MOTTL: Yes. Well, we've been -- I'm familiar
6 with some of the retraining monies and dollars that have been
7 available for some of these workers, and I know some
8 companies have taken advantage of that. We've also gotten
9 help retraining through the state.

10 But, you know, I always make the point that I
11 watched what happened to the telecom industry, and I was
12 fortunate, my company was fortunate, to be able to pivot and
13 retrain. We found aerospace, we found, you know, defense, we
14 found medical.

15 But I worry each of these industries, you know, the
16 Chinese are now flying their single-engine jet. They have
17 their own aerospace industry they want to take over, and when
18 price doesn't matter, like what I saw with telecom, when
19 price doesn't matter to these subsidized countries competing
20 with us, it's what's the next industry going to go.

21 So it's great to retrain people and find the new
22 jobs and the new cutting-edge thing, but how will we keep
23 that market, right? How will that not go away?

24 VICE CHAIR STAYIN: Let me just interject that we
25 have antidumping and countervailing duty laws that provide

1 relief against unfairly traded imports. Our agency deals
2 with the industry side, has a U.S. industry been injured.
3 The Commerce Department decides what the level of the dumping
4 or the countervail benefit was. So I just bring that to your
5 attention and to all the others.

6 MR. MOTTL: That's a very good program. I'm
7 familiar with that as well, but small companies have a hard
8 time mustering the resources. I would love to see Commerce
9 self-initiate more. I'm familiar that they've started doing
10 that, and I'm familiar with what they're doing with the
11 dumping on solar panels right now with Auxin Solar's
12 application. It's very hard for a small company like mine
13 with revenues in, you know, 10 million, we're under 20
14 million in revenues, to fund that and to research that. And,
15 again, when we are --

16 VICE CHAIR STAYIN: The benefit is to all of the
17 companies in your industry, and normally, in these cases,
18 companies pool their resources and then seek that benefit.
19 Thank you very much.

20 MR. MOTTL: Thank you.

21 VICE CHAIR STAYIN: Thank you very much for your
22 comments.

23 MR. MOTTL: Thank you.

24 VICE CHAIR STAYIN: Does anybody else want to
25 comment on that? Mr. Pallesen?

1 MR. PALLESEN: Yes. Just with regard to the
2 question have your communities experienced a business closing
3 and moving abroad to produce exports back into the United
4 States, and, if so, what's the impact, I'm the general
5 President of the Association of Western Pulp & Paper Workers
6 Union. We predominantly represent workers on the West Coast.

7 We track all of our job loss, and over the years,
8 we've lost about two-thirds of our jobs due to unfair trade,
9 one-third due to automation. Everybody's going to automate,
10 and if you don't, you're probably not going to do business.
11 So we lost two-thirds of our jobs, and every location that we
12 represented over the years in the last 20 years that has had
13 either partial closures or completely closed have all been
14 approved for Trade Act relief.

15 I'm a journeyman electrician estimate tech. I've
16 gone back to school for computer science, and I worked at
17 Weyerhaeuser, and the mills that -- Weyerhaeuser closed the
18 paper mill around 2003. In 2004, the mill factory who had
19 had no use for those machines, they then reinvested in them,
20 state-of-the-art mechanical machines. The equipment was
21 completely dismantled in 255 containers, shipped overseas,
22 brought online making the exact same product we did here.

23 And every time a mill closed, now these are million
24 dollar locations, some of them could be a billion dollars
25 depending on the location. Rarely do they come back online.

1 What happens is, when they close, for the most part, the
2 equipment is either shipped overseas, or it's destroyed by
3 the owners so that they don't have competitors.

4 So, you know, we just continue to have these unfair
5 trade agreements that have been devastating to us. And when
6 you talk about, you know, the benefits or the trade
7 adjustment assistance or retraining with it, I mean, I would
8 ask everybody here how many of us could get the equivalent
9 of -- for two years and have schooling paid for. You have a
10 house payment, kids in college, it's very difficult.

11 So I've got one of five site studies nationwide
12 that go through what it's been like for the office on the
13 impacts of the job loss and the trade benefits and certainly
14 now benefits. You know, like the gentleman before me, I
15 could share a lot of stories, but the bottom line is our
16 trade policies continue to fail us.

17 One last example, I testified in front of the
18 International Trade Commission just a few years ago on
19 uncoated groundwood newsprint coming in from Canada. Norpac,
20 a company called Norpac in Longview, Washington, filed a
21 complaint. That impacted other locations we represented.
22 Unfortunately, the tariffs that were set were withdrawn and
23 the antidumping was withdrawn.

24 Right afterwards, a company called Resolute out of
25 Canada owned a mill, was part owners in a mill that we

1 represented in Usk, Washington. After they were able to send
2 the paper here at a much reduced cost, Resolute walked away
3 from that mill and took the major customers with them back to
4 Canada, and that mill is closed.

5 We could go on for a long time, but it's just
6 continued to fail policies, and things like the trade
7 adjustment assistance maybe feel good, you know, it's
8 supposed to help, but it doesn't. It's not nearly adequate.

9 VICE CHAIR STAYIN: Does anybody else want to make
10 a comment? Mr. Kennedy?

11 MR. SMALL: Yes. Hi. My name is James Small. I'm
12 an Associate Quality Engineer at Element TV Company located
13 in Winnsboro, South Carolina. My employment began with
14 Element in March of 2014, and at the time, I was hired as a
15 repair technician with the littlest small amount of knowledge
16 of electronic assembly, but I was handy with a screwdriver.

17 I've come to know a great group of people within
18 the company, and each person has played a vital role in my
19 progression as an employee of Element. Since that time, I
20 worked in the Quality Department as a Quality Technician,
21 learned more about the processes that impact the products
22 that our customers receive. And I just want to mention that
23 this is my first full-time job as an employee, and I would
24 like to retain my employment with Element TV.

25 In response to your question, my job at Element has

1 allowed me to provide a good life for my family, as well as
2 provide great support for our community. While I'm still
3 with Element, I recently had to watch over 200 of my fellow
4 team members and productive members of my community lose
5 their jobs at Element. The only reason why is because our
6 government has decided to put new taxes on our products. We
7 need to produce the TVs in the U.S. but not tax the TVs that
8 are brought in as imports from Mexico.

9 VICE CHAIR STAYIN: Thank you.

10 MR. CRUMPTON: Good afternoon. My name is Ryan
11 Crumpton. I work here at Element TV in Winnsboro, South
12 Carolina. I appreciate the opportunity to share with you how
13 international trade has impacted my community here in
14 Winnsboro and more specifically how it impacts my job at
15 Element TV.

16 Element TV is the only television assembly company
17 in the entire United States. Element has provided a strong
18 and stable job for me, provides financial assistance for my
19 family, it helps support my community.

20 I began work at Element TV before the facility
21 opened in February 2014 with a group of subcontractor and
22 contractors to implement the production lines. This group
23 also had a custodial team in the plant, and I worked both
24 until the lines completed operation.

25 I started with Element as a stacker on the

1 production line. I quickly was promoted to an inventory
2 specialist, rework team leader. I have led teams over spare
3 parts, downgrades, and aging. I'm a certified in-house
4 auditor, and, currently, I work in Quality as an IPTC
5 technician. Element has been a great place to work over the
6 past eight years, and I look forward to a long and promising
7 future here.

8 Element has provided me and over 200 people of
9 Fairfield County with good-paying jobs that has given many of
10 us a second chance, a chance that we would not have if
11 Element could not manufacture in Fairfield.

12 Our ability to continue to manufacture in Fairfield
13 is at risk because of tariffs imposed by the government, and
14 I hope that you will share with other members of the
15 government how important it is that these tariffs be removed
16 by having Congress pass the miscellaneous tariff bill. We
17 need these so that Element can continue to grow and support
18 our community.

19 MR. DAVENPORT: Good afternoon. My name is Ty
20 Davenport, and I'm the Economic Development Director for
21 Fairfield County, South Carolina.

22 The last few years have encouraged growth and new
23 economic opportunities for the citizens of Fairfield County.
24 We are proud to have Element as a corporate citizen in our
25 county and a contributor to the local economy. Element

1 supports local businesses and is an important part of the
2 fabric of our community. Until recently, Element was one of
3 the largest employers of the county and was the largest
4 employer in the town of Winnsboro, our county seat.

5 Unfortunately, the onerous burden placed on Element
6 by our federal government has led to significant painful
7 reductions in employment. These reductions have hurt
8 families and local businesses that provide goods and
9 services. In order to prevent further layoffs and bring our
10 people back to work, we are seeking the immediate restoration
11 of the miscellaneous tariff bill.

12 VICE CHAIR STAYIN: Thank you. Mr. Pietrick.

13 MR. PIETRICK: Good evening, Mr. Chairman. It's a
14 pleasure to speak with all of you today. Thank you for the
15 opportunity. My name is Rick Pietrick from United
16 Steelworkers Local 979. I'm an electrician at Cleveland
17 Cliff Steel Mill, located in the historic industrial valley
18 of Cleveland, Ohio. I hope to provide perspective of younger
19 industrial workers with families today.

20 The nature of our industry in steel is cyclical,
21 peaks and valleys. We understand that. We prepare for that.
22 When we get illegal dumping or manipulated dumping or dumping
23 of subsidized steel from China, it depresses our markets, and
24 it makes American companies make difficult decisions, and
25 that could look like laying off workers like me, workers with

1 40-plus years, people with families for months at a time, and
2 at the worst, it can look like shutting down steel mills.

3 When these mills shut down, there is no promise
4 that they're going to open back up, and that may be the plan
5 that we're going to shut it down and open it up. A lot of
6 times they close down for good, and there's a wave effect on
7 the community that these mills operate in.

8 It's not just the corporation, it's not just the
9 workers of the steel mill. There's vendors and contractors
10 and supplemental businesses that surround it. It's the
11 ecosystem and an economy to itself, not to mention all the
12 family-owned businesses in the community that the workers
13 participate in coming in and out of the plant every day.

14 We do not have real-time trade enforcement, and
15 some of the other people on the panel have mentioned this.
16 We have to prove the burden of loss, and for our industry, by
17 the time that loss has occurred, it's too late, and these
18 plants are closed for good. So it's on us to be proactive
19 with our trade policies and recognize the importance of
20 American manufacturing.

21 Now more than ever I think American people realize
22 how important a valid supply chain in American manufacturing
23 is, and it's our job to protect that. Thank you.

24 VICE CHAIR STAYIN: I really understand. The
25 effect is not just on the workers themselves who are

1 suffering. When a plant closes, your comments are so true
2 about it has impacts on all the other people that are workers
3 in the community and businesses who were supported by all
4 those workers who have now been laid off. So the effect of
5 unfair trade does expand beyond even the company itself.
6 Thank you.

7 Mr. Padisak.

8 MR. PADISAK: Good. I can relate to Mr. Pietrick
9 and what he's gone through. I was born in Cleveland but grew
10 up in Youngstown. We were the poster child for the impact of
11 unfair trade policies on local communities. In the '70s, I
12 watched my friends' fathers lose their jobs as our steel
13 mills shut down. My father-in-law was a crane operator, a
14 USW member, and then it was Republic Steel. He had to retire
15 years before he wanted to.

16 Then, in the '70s, our local Lordstown car plant
17 was having some trouble. General Motors bought cheap steel
18 from Japan, which caused a lot of problems because they used
19 it in Chevy Vegas and Novas, which ended up with severe rust
20 issues from using that cheap foreign steel. Currently, I'm
21 president of the local labor council, so I see the impact of
22 job losses around multiple of my members throughout multiple
23 counties.

24 And our communities tried to pivot. We have a
25 wonderful business incubator in Youngstown that's considered

1 world-class. We've moved to a lot of tech jobs in
2 Youngstown, but still, you know, for a certain segment of the
3 population, finding good manufacturing jobs that pay a living
4 wage are very difficult in this area.

5 And then, of course, we had the Lordstown car plant
6 shut down and now that's moving more to, you know, OTM and
7 battery construction, so we'll see what happens with electric
8 vehicles in the future, but we're putting a lot of our eggs
9 in that one basket.

10 I went to the White House in June of 2019, met with
11 the trade czar, Peter Navarro. I'd known him for about 20
12 years. He filmed his movie Death by China in Youngstown and
13 did the world premiere there. And I went to talk about the
14 Lordstown car plant and also agriculture. And his attitude
15 was, oh, don't worry about China, they're going to cave, they
16 need us more than we need them. And I don't think it quite
17 turned out the way he was thinking.

18 But my wife and her brothers own a large
19 agricultural operation. They own farms in Brazil, and the
20 trade policies have hit them hard. A lot of their grains,
21 soybeans, wheat used to ship to China, and with the trade
22 imbalances, they lost \$25 million in one year and had to cut
23 a lot. You wonder, how does agriculture have to do with, you
24 know, local communities. They had to cut a lot of their
25 staff. You know, a lot of employees lost good-paying jobs.

1 Some jobs in farming aren't good-paying jobs, but my wife and
2 her brothers paid good wages with healthcare. Their issues
3 now are worrying about fertilizer cost, fertilizer
4 availability, supply chain issues that have been mentioned,
5 like shortages of containers and fuel costs.

6 And, like Mr. Pietrick said, when something happens
7 to a local business, it has a huge ripple effect and just
8 cascades across the community, hurting other small employers,
9 like small family restaurants and other small family
10 businesses.

11 So I really appreciate the Commission holding this
12 hearing today -- I know you've had other hearings -- but to
13 hear from a wide variety of people from around the country
14 and, you know, just thank you for inviting me to participate
15 today.

16 VICE CHAIR STAYIN: Thank you. Before I move on, I
17 see your hands and I will get back to you.

18 Just a general question. You know, it sounds like
19 imports have been negative. Has there ever been positive
20 that has come about from imports? What about the impact on
21 workers of exports? We'll touch upon that for just a few
22 minutes and then we'll get back onto the specific issue we're
23 talking about now. Anybody want to respond to that? Yes,
24 Mr. Kassis? Mr. Mottl, please.

25 MR. MOTTL: Thank you. As far as the imports and

1 exports, you know, I think the primary benefit of imports has
2 been low consumer prices, and I think, you know, we've all
3 enjoyed relatively low-cost things. Maybe TVs are a good
4 example, and maybe our friends at Element will share the
5 perspective.

6 You know, I used to go and talk to Congress about
7 good manufacturing jobs and the good wages we paid, and, you
8 know, the average wage at my company is around \$70,000, and
9 it's pretty typical for manufacturing, plus benefits and
10 everything else on top of that. And the Congressmen would
11 say to me, well, my constituents want \$300 TVs. I would say,
12 well, Congressman, I think they could pay 600 for a TV if
13 they had a good job. And I think that really, really boils
14 it down there, that, you know, we can have low-cost cheap
15 imports or we can have good jobs, and it's hard to have both.

16 And I think we need to start thinking about, you
17 know, do we want to make things and have those jobs so people
18 can afford products. You know, Henry Ford talked about that.
19 He wanted to pay a wage so his employees could buy cars.

20 And so who's benefitted from the exports? I think
21 some industries have benefitted, right? Aerospace industry
22 has done pretty well, you know, large agri-business
23 companies, these large OEMs have been able to do that. But,
24 largely, what they're doing is still bringing parts and
25 pieces from overseas and assembling it here and exporting it.

1 It's not necessarily the manufacturing. It's more of an
2 assembly job.

3 And I heard the comments about tariffs and things,
4 and I think that, you know, we have done tariffs maybe wrong.
5 I think they're an underappreciated tool. You can't apply
6 them haphazardly. The example from the TV manufacturer, we
7 raised the price of their inputs, their components, but we
8 didn't protect them from foreign predation at the highest
9 level on their actual output.

10 And so you need to protect a whole supply chain,
11 not just parts and pieces of it, and that's where, I think,
12 again, these imports/exports -- I'd love to export again, but
13 look at the marketplace in the world. We are the largest
14 market. Everyone wants to import. If we just simply sold to
15 ourselves more and stopped worrying about exporting so much
16 and just consume what we produce and produce what we consume,
17 we would have far more jobs and far more benefits.

18 VICE CHAIR STAYIN: Thank you, Mr. Mottl.

19 Mr. Kassis.

20 MR. KASSIS: Yeah, good afternoon, everybody, and
21 thank you very much for this opportunity. I am based at
22 Youngstown State University, and my job actually covering 13
23 counties in northeast Ohio, helping them with actually
24 exporting. So I help about 200 companies on a daily basis
25 that 95 percent of them are in manufacturing jobs and

1 producing things.

2 And the positive effect of exporting, I see it on a
3 daily basis. And the more we are able to make our
4 manufacturing more competitive with the right policies, with
5 the right infrastructure, definitely they would be able to
6 compete and, therefore, and increasing that.

7 I see about \$400 million of exports from the
8 companies that I only have, Ohio exports about \$50 billion a
9 year, and that's about 10 percent of the whole state GDP.
10 That created about number eight, number nine fluctuating
11 between these numbers in the country.

12 So the right policies and making the workers and
13 the manufacturer be more competitive with the right
14 infrastructure policy and also with other policies definitely
15 will provide a good positive impact as a state or as a
16 country to have this retained because we know for a fact that
17 jobs and exporting manufacturing jobs are about 15 percent
18 higher in wages more than regular jobs in the same industry.

19 So we do have -- and you'd be surprised that not
20 necessarily just only big companies that export. We see
21 companies on the level of 20 to 50 people, and they export
22 about 30, 40, some of them 50 percent of their revenue comes
23 from exporting, and these are advanced industries. They are
24 in chemical, in autos, some of them in aerospace, plastics in
25 our region as a state. So I think that exporting in general

1 definitely will help.

2 What really hurts our exporting, as, you know, Mr.
3 Mottl alluded to, is that we also had unfortunately in the
4 '80s, '90s, the policies, we exported our supply chain. So,
5 therefore, that long supply chain affected us negative
6 sometimes, even though if we can't stop the import
7 completely, but if we import and we have the supply chain
8 closer to us, definitely that will have our policy and
9 increasing our competitiveness. And exporting, we have the
10 balance going the other way around. We'd do more exporting
11 than importing in this case, and that will have a positive
12 effect on us.

13 VICE CHAIR STAYIN: Thank you very much.

14 Just a brief mention, we invite participants by
15 phone to speak as well on any topic, so just keep that in
16 mind, those who are on the phone.

17 Mr. Key, you wished to speak.

18 MR. KEY: Yes, thank you. I kind of share what Mr.
19 Mottl said earlier. We were talking about exports. I think
20 the greatest thing that we export right now is our jobs, the
21 good-paying jobs that we have. I mean, we send all this work
22 overseas. I mean, we have a Goodyear plant here in Gadsden,
23 Alabama, that was here for decades that supplied good
24 high-paying jobs, benefits, just like Mr. Mottl pointed out.
25 You know, these were jobs -- these were careers. Not just

1 jobs, these were careers that families came and did for
2 generations. You had fathers, sons, grandfathers that worked
3 at these places.

4 And then you have Goodyear, who builds the exact
5 same plant in Mexico and they just exported all the jobs from
6 Mexico and then we're importing all the tires that were
7 originally made here in Alabama now from Mexico and all these
8 workers are out of a job. And the impact that that has on a
9 community, I mean, I came out of the steel industry, like
10 Brother Pietrick pointed out earlier, and the cyclical nature
11 of the steel industry, most of the cyclical nature of the
12 steel industry comes through the tariffs or lack thereof. So
13 you see this cycle every five, six years, seven years,
14 somewhere in that timeframe where, you know, steel will be
15 down in the dumps and you can't do nothing because of all the
16 illegal dumping. We'll pass some trade laws. We'll pass 232
17 tariffs, things like that. The steel industry will pick back
18 up, and then we'll remove them and we'll be right back where
19 we were and we just stay in that cycle.

20 I mean, I think that some of the things that we've
21 done here recently where -- like the agreements we've made in
22 Europe where we agreed to, hey, once you export a certain
23 percent into our country and we import that certain percent,
24 the tariff automatically kicks in, those are the types of
25 things and laws that we need to have in place going forward

1 so we don't have this cyclical nature anymore and it's more
2 of a steady line and businesses can plan on the future and
3 not plan for, well, in five or six years we're probably going
4 to be laying folks off.

5 You know, I mean, you can get a better plan when
6 you have laws and things and agreements like that in place
7 with all these other countries to where, you know, we know
8 what's coming. If you get above this number, the tariff is
9 going to kick in. You know this when you're exporting. We
10 know this when we're importing. You know, I think that would
11 keep it at a more level situation for the industry.

12 As far as the type of things that I've seen
13 personally in the community in person, I mean, in 2009, we
14 had a lot of layoffs. The steel industry was down bad then.
15 I was fortunate enough to be a steelworker and be at U.S.
16 Steel at the time, where we have the Institute for Career
17 Development. So, when I got laid off, I got to use money
18 from that to go to college. I got my electrical degree. I
19 became an electrician, so that's something I can go anywhere
20 to do, but, you know, not every place has that. There's
21 things that we could do.

22 You know, you see just U.S. Steel in general right
23 now. I mean, Zug Island just lost, you know, a thousand to
24 1500 people up there. Lone Star just shut down. We lost the
25 whole flat rolled side down here, and the impact it has on

1 the community is immense.

2 Just like Brother Pietrick pointed out earlier, you
3 have this conglomeration of, you know, the supply chain that
4 goes to these places, whether it be contractors, whether it
5 be parts, whether it be food, whether it be -- I mean, the
6 tax dollars that come in from the communities in and around,
7 once you take that out, the City of Fairfield went bankrupt
8 where the steel mill is here. We went from having, you know,
9 4- to 5,000 people daily out here working between
10 contractors, steel mill employees at U.S. Steel, things like
11 that, to we had 3- or 400 people.

12 So they're not spending money in the restaurants.
13 They're not spending money in the mom-and-pop shops. I mean,
14 hell, Walmart pulled out. I mean, you know, when you have
15 things like that, it greatly impacts the community and it's
16 hard for them to come back from things like that. I mean,
17 you see whole cities just start dying because of it.

18 VICE CHAIR STAYIN: Thank you very much.

19 Ms. Aslam --

20 MR. SCHELSKE: I'd like to tie into that if I may.
21 I'm one of the call-ins. This is Adam Schelske here. I'd
22 just like to just respond to that last comment there if I
23 may.

24 VICE CHAIR STAYIN: Ms. Aslam

25 MR. SCHELSKE: I want to agree with the impact on

1 community. A lot --

2 MS. ASLAM: You have someone on the phone. Did you
3 want me to go, or did you want to let the person on the phone
4 talk?

5 VICE CHAIR STAYIN: Ms. Aslam, why don't you go
6 ahead, please.

7 MS. ASLAM: Okay. Well, thank you. I'm Jaladah
8 Aslam. I'm from Youngstown, Ohio. I'm retired staff rep
9 with AFSCME Ohio Council 8 in the Youngstown region, which is
10 down the western side of Ohio. We represent nine counties
11 from Ashtabula down to Belmont County.

12 Prior to becoming a staff rep with AFSCME, I
13 actually was a social worker at Child & Family Services and
14 spent time there right after Black Monday in Youngstown. So,
15 unfortunately, my life and my career working with the
16 unemployed and the employed has been around the decline of
17 manufacturing in the Mahoning Valley. Most people know that
18 Youngstown really got hit very hard when Sheet and Tube shut
19 down, I believe it was '77 was the first big cut.

20 What people don't understand is that that was just
21 the beginning. We lost manufacturing plants from that time
22 until now, so over 40 years later we're still reeling from
23 the effects of manufacturing jobs leaving. You know, we lost
24 another big manufacturer in 2019 when General Motors
25 Lordstown closed for good. And so, during that time, the

1 effect was not just on the economy, of course, but the effect
2 was on the family, and I think people forget that, you know,
3 a lot of the folks who were able to get some sort of
4 retirement system from the steel mills, you know, their
5 generations that follow, their children and grandchildren,
6 they weren't able to find work here and so they had to leave.

7 What it also does is those people who own -- a lot
8 of those who owned their own homes, you know, from working
9 all those years and people that had property, you know,
10 instead of being able to pass it down when they passed away,
11 it was just vacant. And so a lot of the blight that we see
12 isn't just a matter of people not taking care of their
13 property. It is a real situation of, you know, people dying,
14 their children not taking care of it. They had to move
15 because they needed to find some income. If they went to
16 school, coming back here wasn't an option because there
17 wasn't a lot of opportunities for them. So the cycle of
18 decline and decay of the community and blight and poverty
19 just became unreal.

20 I mean, as a child, I remember my father saying,
21 you know, it was so good here in the '60s that a man could
22 quit one job, walk across the street and get another job.
23 Now the property rate in Youngstown is 36 percent, and, you
24 know, we have a third of the population that we had prior to
25 just really the destruction of manufacturing in this area.

1 And I think that people need to understand that the economic
2 effects and what it's done to the family and what it's done
3 to the neighborhoods and to the community that you see, when
4 you drive through these communities and you go, oh, it's
5 really bad, people didn't take care of it, there's a reason
6 why it looks so bad.

7 VICE CHAIR STAYIN: Thank you very much.

8 Teresa Cassady, would you like to respond?

9 (No response.)

10 VICE CHAIR STAYIN: Mr. Schelske, would you like to
11 respond?

12 MR. SCHELSKE: Yes, please. Adam Schelske here.
13 Basically, I wanted to just touch base on the impact of
14 community in general, but it's also affecting greater America
15 as a whole. I'm actually a call center representative doing
16 technical support for AT&T, and throughout the years we've
17 witnessed actually no rehires. We had a huge employee base
18 to begin with, and it just has dwindled throughout the years
19 from about 300 per call center down to now maybe 50 employees
20 per call center.

21 What's happening is that they're shipping these
22 call centers out to overseas and they're providing a little
23 bit less of what the American consumer needs, whatever it may
24 be, to support the product, et cetera. They're struggling to
25 get the point across most of these people from overseas don't

1 even get the chance to see or hold our actual equipment. So
2 they're going based on just scripting and whatever kind of
3 booklets or pamphlets or information that they have and not
4 understanding the full process and how the equipment actually
5 works.

6 What happens with that then is it comes back to
7 America, where we actually are losing the opportunity to
8 regain these jobs. There's just too much going on over there
9 with lack of productivity, and it's affecting the consumers
10 here where they don't want the product anymore. It adversely
11 affects the companies that have these call centers because
12 now, with less consumers purchasing the product, there's less
13 ability to rehire.

14 VICE CHAIR STAYIN: Well, are they coming back and
15 providing jobs?

16 MR. SCHELSKE: I'm sorry, are they coming back and
17 providing jobs here?

18 VICE CHAIR STAYIN: Yes.

19 MR. SCHELSKE: No. No, they are not. Matter of
20 fact, they actually just increased the amount of jobs
21 overseas not only in places like the Philippines or Egypt or
22 Colombia. It's all over the place, and they increase those
23 jobs knowing that they can actually pay up to 30
24 representatives overseas, such as in the Philippines, to do
25 what I do.

1 VICE CHAIR STAYIN: Okay. Thank you very much.

2 MR. SCHELSKE: I've seen per diem or what they
3 would pay an employee here is equivalent to 30, if not more,
4 in the Philippines.

5 VICE CHAIR STAYIN: All right. Thank you very
6 much.

7 How about anybody else who would like to speak who
8 hasn't spoken yet?

9 MR. SECRETARY: Teresa, can you hear me?

10 MS. CASSADY: I can hear you. Can you guys hear me
11 now?

12 MR. SECRETARY: Yes, we sure can. If you would
13 like to, please comment.

14 MS. CASSADY: Okay. Sure.

15 VICE CHAIR STAYIN: Thank you, Ms. Cassady.

16 MS. CASSADY: Sure, thank you.

17 So, before I got hired on permanent with the
18 steelworkers, I worked at Cooper Tire in Finley, Ohio. And,
19 you know, our local was also hit with trade with the dumping
20 of the tires from China. In 2007 I believe it was, Cooper
21 had bought a plant in China and the way that we worked our
22 schedules, we worked two days, we were off two days and then
23 either worked or off three days. And when this dumping was
24 going on, you know, they were taking -- the company was
25 taking days out of our workweek but doing it in a way that we

1 couldn't even file unemployment.

2 And when I worked in the plant, there were a lot of
3 families, so a lot of husbands and wives. My father worked
4 there, my uncle worked there, that we were all directly
5 affected by this and not being able to, you know, get
6 unemployment benefits but having days taken out of our
7 production weakened and results of our paychecks not being
8 normal.

9 And, you know, we did have to go before the ITC and
10 testify how it did harm us. And thank goodness that
11 President Obama had signed the tariffs because it did save
12 the jobs over there. I, to this day, don't know what would
13 have happened if that wouldn't have happened, if our local
14 wouldn't have done the work behind it, if our international
15 didn't get behind the work and support our local to do that
16 stuff.

17 You know, and then three years later, when that
18 tariff had expired, here we go again. We had to go back and
19 do this again. And I guess, you know, I understand we have
20 to be loud about those things to protect our jobs, but if
21 we've already made a case one time about how harmful this
22 stuff is, why do we have to keep going back and saying it's
23 still harmful, it's still a potential issue? You know,
24 that's affecting not only us as the workers, but, you know,
25 these companies, the management people, the communities that

1 we've heard so many stories already about, you know -- and I
2 thought about when Jaladah was saying, you know, about, you
3 know, being able to quit one job and by noon have another
4 job. I say that about my hometown of Fostoria, Ohio. That's
5 how I grew up. I remember that. But, if you drive through
6 Fostoria right now, it's sad. It's very sad because of the
7 jobs and the manufacturing that left that community.

8 And I think about the kids in that community. They
9 don't have the things that I had available to me growing up
10 because of the manufacturing that left that community. And I
11 guess I will frame it like this because I truly personally
12 believe this, that, you know, it takes a village, but when
13 that village is deteriorating, it makes it really hard for us
14 to raise these kids. And then we all sit back and wonder why
15 are these kids, you know, turning to the things that they
16 are, because there's not the swimming pools open or
17 skateboard parks or all the fun things that we had as
18 children in these communities anymore.

19 VICE CHAIR STAYIN: Thank you very much.

20 Mr. Draves.

21 MR. DRAVES: Hi. My name is Phil Draves. I'm a
22 member of the IUE-CWA staff, and before that I worked for
23 General Electric in Warren, Ohio, and for many years, they
24 used the threat of offshoring to a negative effect on us.
25 They always threatened to -- oh, the threat of offshoring all

1 the time was used for wage and benefit concessions. And it's
2 not just us, but it's regionally and more or less U.S.-wide.

3 This threat has been used for a downward slide in
4 wages and benefits throughout labor forces in the country.
5 And if you look at our interest rates or the growth of the
6 economy compared to the growth of wages, we've been stagnant
7 since 1970, and it's very much centered around the threat of
8 offshore jobs.

9 And, you know, we had one instance where they came
10 to us and said that we produced a certain lamp type at the
11 plant. We could not work free and make it for less than what
12 they were landing in the U.S. But, on the other side, the
13 company didn't file a dumping claim because they owned half
14 the company on the back side that was dumping the product on
15 the U.S. And we've run into this all over the country, and
16 it's maddening.

17 VICE CHAIR STAYIN: Yeah. Thank you, Mr. Draves.
18 Thank you.

19 I asked earlier about exports. Have exports and
20 from your production manufacturers in your communities, have
21 there been exports and have those contributed to more
22 positive benefit to workers?

23 (No response.)

24 VICE CHAIR STAYIN: Okay. Have any foreign-owned
25 companies invested in your communities? How has this

1 affected workers' employment opportunities, wages, working
2 conditions, and overall economic welfare? Mr. Mottl?

3 MR. MOTTLE: Yes. Thank you for recognizing me.
4 I've seen some foreign companies make investments in the
5 communities, but one example in Chicago has been the CRRC
6 Rail Company. This is a Chinese-owned rail plant and they
7 invested here. They won a contract from the Chicago CCA to
8 build railcars. I personally was against it.

9 But I watched the bidding process and I tried to
10 participate. There were a lot of people bidding on these
11 railcars for a couple of years. There was a company in Japan
12 called Nippon Sharyo, CRRC bid, and a company called
13 Bombardier. They're Canadian-owned, and they also --
14 Bombardier builds trains and train cars in California as
15 well.

16 And so I watched the bidding process carefully and
17 I tried to integrate my company into the supply chain, and I
18 noticed that both Bombardier and Nippon Sharyo were really
19 talking about not just building an assembly plant, about
20 fully building a factory to build trains and railcars in
21 America or they were going to use their California plant in
22 Bombardier's case. And they were seeking to bring in a full
23 supply chain, companies like mine, who make the parts and
24 pieces and sub-components for them.

25 But the winning bidder was the CRRC company, the

1 Chinese railcar company, and they won the bidding on price.
2 And I think, you know, the government agency, the CTA, only
3 looked at price and they were wooed by what CRRC promised was
4 to make an investment in the community to create jobs.

5 What ended up happening is they built an assembly
6 plant. It employs about 30 people maybe, not even, from what
7 I've heard from people on the inside. And they bring in the
8 brake assemblies, they bring in the shell, they bring in
9 everything else from China, from overseas. They didn't
10 invest in the supply chain. And so I don't think that the
11 community has really enjoyed the depth of benefits. We heard
12 from all these other wonderful people talking about how it's
13 an ecosystem in a community. And when we just have these
14 investments in assembly houses only, you're really missing
15 the full depth of employment, and that's what I've seen in
16 these foreign companies.

17 There's another company, I might be butchering its
18 name, Wangxiang (phonetic), that has invested here in
19 Illinois and they're a manufacturer. They've taken a huge
20 amount of market share in the automotive industry. They're a
21 Chinese company -- well, they're actually an Illinois company
22 now. They were strictly owned, but they don't manufacture
23 anything here. They bring it all in from overseas and they
24 infiltrated supply chains.

25 So I think they're coming here and they're just not

1 bringing the depth of benefits because we haven't protected
2 all the pieces in the supply chain. And I'd like us to make
3 things here and export it from America, but I don't see that
4 as what's really happening in the world. I think other
5 markets are protecting their own with their home-grown
6 domestic competitors, and we're perhaps foolishly allowing
7 our market to be just taken advantage of by anybody with the
8 lowest price. And there is a greater value than price. I
9 think we need to move beyond the low price and look at the
10 whole holistic benefits and look at it completely and don't
11 be deceived by a pop-up factory that's just a pop-up assembly
12 plant that can close at any time and has no real investment
13 in the community.

14 VICE CHAIR STAYIN: Thank you, Mr. Mottl.

15 Mr. Kassis?

16 MR. KASSIS: Yes. Even though I do agree on the
17 import side with Mr. Mottl, but our experience here in
18 northeast Ohio is a little bit different on the exporting
19 side and how it is related to the FDI. It happens that in
20 the 13 counties that I do cover, we have about 85 foreign
21 companies from 22 countries, and they are in 122 locations
22 because one company owns more than one location, and they
23 employ 23,000 employees, U.S. worker employees, in our
24 region.

25 That, because we are an open market economy, we

1 cannot shut our borders against FDI or imports or exports, so
2 these are all trade that is in an open market economy that we
3 are expected to have export, import, and FDI. And,
4 therefore, having the right policies, we could encourage
5 these companies to really be rooted, hiring U.S. workers, and
6 also exporting manufacturing made in United States here, and
7 we do.

8 The companies I do help on a daily basis, they
9 don't import from China to assemble it here and sell it.
10 Actually, they are not. Actually, they are making it here,
11 right here, many of them using over 50 percent of their
12 product from United States-made products, and then they are
13 exporting overseas. And these are good-paying jobs, and
14 they've been here 20, 30, 35 years in our region.

15 And, actually, you know, we are looking at policy.
16 Since we are sitting on the shale industry in this region
17 with the low energy prices -- not now with the spike that
18 we're talking about with the war situation, but overall --
19 that could be attractive, taking the situation that what's
20 going on in the world and the disruption in the supply chain,
21 that we could really benefit from this trend in having more
22 foreign companies in here and encouraging the manufacturing
23 right here and build the supply chain around that, and that's
24 what's going to make us more competitive. So these are the
25 policies that I really would like to see ingrained in how we

1 plan it and infrastructure and how we plan it going forward,
2 and that's what's going to make us more competitive.

3 VICE CHAIR STAYIN: Thank you.

4 Does anyone else have any comments or experiences
5 where foreign investment has had a positive effect on the
6 local community in terms of having workers and all the
7 benefits that come from that with families and in the
8 communities themselves? Nobody else? Well, Mr. Padisak, you
9 had something? Oh, I'm sorry.

10 MR. PADISAK: That's okay. Mr. Kassis actually
11 works for my alma mater, Youngstown State. It's a great
12 institution. I just wanted to bring up a couple of examples.
13 We've had some small specialty steel mills spring up in the
14 Youngstown area. Valorec is among the most well-known. I
15 was at the grand opening ribbon-cutting with President Obama,
16 and their international president from France was there, and
17 he said he came to this area because of our history of
18 steelmaking and because their studies had shown there were a
19 lot of qualified workers that didn't need a lot of retraining
20 to jump right in and start producing the product that they
21 wanted to make. And that's been pretty successful.

22 The other large investment was Foxconn bought
23 Lordstown Motors for \$230 million. They bought \$50 million
24 immediately of common stock and has been making payments of
25 \$100 million, \$50 million, which pretty soon will be

1 complete. So that's a company from Taiwan, a well-known
2 company, that has invested heavily in this area. And so, you
3 know, that's brought in a lot of jobs.

4 VICE CHAIR STAYIN: What suggestions might you have
5 where government might help in encouraging these kinds of
6 investments in the U.S. market?

7 MR. PADISAK: Is that an open question for
8 everybody or for me?

9 VICE CHAIR STAYIN: That's for everybody.

10 MR. PADISAK: Okay, thank you.

11 VICE CHAIR STAYIN: Basically, you know, how do you
12 incentivize companies from overseas to come here, like yours
13 and Mr. Kassis', to come here, open plants and produce
14 products and employ our workers and support our families? I
15 think that's a very important issue and something we're very
16 concerned and very interested in. Mr. Contreras?

17 MR. CONTRERAS: Thank you, Mr. Chairman. I'll
18 speak briefly on what's benefitting here in our State of
19 Texas and how that impacts our region. Our region is on the
20 border to Mexico. We stretch in a four-county region from
21 Brownsville to Reuben (phonetic) City, it's about 100 miles,
22 population about 1.4 million on the U.S. side and including
23 our neighbors down to Laredo.

24 So, in Texas, we've been, you know, seeing that we
25 have more than 1,600 foreign companies investing here in our

1 state and would be the number one destination in the U.S.
2 And so what does that mean in numbers? Well, we've seen more
3 than \$66 billion in FDI investment, with more than 930 new
4 projects here in Texas.

5 Earlier we talked about tech, and so, on the eighth
6 consecutive year, we've been leading in high-tech exports,
7 totaling \$44.8 billion. So there's activity and trade here
8 in our state.

9 What we've seen mostly here in our region has been
10 more in support of the agribusiness produce; we've seen
11 cold-storage facilities come in and play. One of our
12 communities, just one of them went from about nine
13 cold-storage facilities up to 32 during the last three years.
14 Prior to NAFTA, our communities were at 23 percent
15 unemployment rate. Fast-forward to 2019, pre-COVID,
16 communities were between 4 and 6 percent. So we've seen the
17 investment primarily in that.

18 We have ports of entry in the State of Texas, 29
19 ports of entry. In our region, we have about 12. That
20 includes maritime, where we're seeing expansion when it comes
21 to wind, the renewable assembly in that area. So that is
22 where we see that additional help could be provided, is
23 possibly not necessarily related to what we're speaking here
24 but for you to be aware of is investment at our ports of
25 entry that have not received upgrades over decades to ensure

1 that we're able to cross legitimate trade.

2 So there's a need for that as well as
3 transportation. So thank you for your time. I wanted to
4 represent on our side and what we see in our communities here
5 in south Texas.

6 VICE CHAIR STAYIN: Thank you very much.

7 Mr. Key?

8 MR. KEY: I think the main thing we need to do
9 about trying to get people to come over here and start
10 businesses and not businesses like Mr. Mottl was talking
11 about that's just a front for dumping is continue with kind
12 of like what I referred to earlier, the agreements we have in
13 Europe, where you have a set and we've all agreed, you know,
14 a tariff kicks in, you can only export so much into our
15 country.

16 When you have these kind of limitations, these
17 businesses, they want to be a part of -- and I think Mr.
18 Mottl's pointed this out several, several times -- I mean,
19 what do we make up, a quarter to a third of the world market
20 that people want to be a part of, the cash-flow in the world?
21 So, if you're limited to X amount that you can bring in here
22 and you want a bigger part of the pie, the only way you can
23 do that is to build here and start manufacturing here, I
24 mean, because you want to make that money. And, if you can
25 only import a certain amount, you have no other option than

1 to do that.

2 So, if we put -- I don't want to say stiffer, but
3 we put more permanent things in place, kind of like the
4 agreements we've made in Europe recently, then I think that
5 would definitely help into encouraging businesses into moving
6 over here because then they could only import a certain
7 amount, and they couldn't go above that without building here
8 and manufacturing here.

9 VICE CHAIR STAYIN: Thank you very much. I think
10 it's a good time right now that we take a break. Be back in
11 five minutes, and we'll get right back to you. Thank you all
12 for all of your comments. Appreciate it. Very well. Very
13 well done.

14 (Whereupon, a brief recess was taken.)

15 VICE CHAIR STAYIN: Okay, I think we can begin.

16 MR. SECRETARY: Yes. Please do, Mr. Vice Chair.

17 VICE CHAIR STAYIN: Okay. We're moving on to
18 questions regarding government policies. Have government
19 policies related to imports, exports, foreign investment, or
20 other U.S. trade policies affected workers in your community
21 differently depending on skill, wage, salary level, gender,
22 race, ethnicity, age, or income level? Are there ways to
23 make such policies better or more equitable? Mr. Kennedy?

24 MR. DAVENPORT: Yes. This is Scott Davenport with
25 Fairfield County, South Carolina, again. Policies have

1 affected us. Fairfield's population is overwhelmingly
2 African American, and Element has provided good-paying jobs
3 for the men and women of Fairfield County.

4 Many of these employees, this is the first job
5 they've ever had, and Element has offered an opportunity for
6 these workers to improve their skills and advance to
7 higher-paying positions. The inaction on Congress's part to
8 restore the lapsed miscellaneous tariff bill has caused over
9 200 layoffs. We need the miscellaneous tariff bill restored
10 immediately.

11 VICE CHAIR STAYIN: Thank you.

12 Are there any people who have not spoken yet who
13 would like to reply to this or other questions? Did somebody
14 else want to reply? Okay, well, let's look on -- Mr. Bozek?

15 MR. BOZEK: Hello, yes, thank you. My name is John
16 Bozek. I'm an economist, and I work for Invest Puerto Rico,
17 which is the investment promotion agency for the island of
18 Puerto Rico.

19 And for some who might not know, they might think
20 of our island as a tourist place because of our location in
21 the Caribbean, et cetera, but we're really a manufacturing
22 powerhouse and have been since, you know, post-World War II
23 when our island was, you know, rapidly industrialized
24 utilizing federal incentive tax code policies.

25 In recent years, our economy has suffered a bit

1 because of changes to the federal tax code that happened in
2 the late '90s, early 2000s and, you know, some fiscal kind of
3 mismanagement of government funds here locally,
4 unfortunately. But we still have a very large manufacturing
5 economy on the island. It represents close to 50 percent of
6 our economy. You know, about 80,000 jobs, direct jobs, here
7 in Puerto Rico are in manufacturing. The vast majority are
8 in pharmaceutical and in medical device manufacturing, and,
9 you know, many people call us the medicine cabinet of the
10 United States.

11 You know, I think during COVID many people saw the
12 importance of having Made in USA medicines and medical
13 devices. You know, lots of people don't know, but the active
14 pharmaceutical ingredients and these other chemicals that go
15 into pharmaceutical pills, 70 to 80 percent of those are
16 produced in India or in China, and that's very scary, you
17 know, when we as a country are depending on those
18 jurisdictions for the ingredients that go into our
19 pharmaceuticals.

20 So, you know, we have seen in Invest Puerto Rico a
21 lot of interest, and we recently have a new company that came
22 from India and that opened up a factory in Caguas, Puerto
23 Rico, or is in the process of opening up a factory here
24 because I think they see the writing on the wall that, you
25 know, the U.S. is not going to allow and shouldn't allow so

1 much dependence on foreign entities for these active
2 pharmaceutical ingredients and for generic drugs, for
3 medicines, et cetera.

4 But there's more things, I think, that the federal
5 government can do to encourage, you know, pharmaceutical and
6 medical device production domestic. And, you know, Puerto
7 Rico, we're here and, you know, we have the expertise and the
8 know-how from so many years of doing this to be able to help
9 in this. But there's other places in the United States that,
10 you know, have very strong pharmaceutical economies as well,
11 New Jersey, North Carolina, Indiana. So it's not just us.

12 You know, some of the ways that I think that the
13 federal government can help us in this regard, I mean,
14 there's a lot of things that we need help with, especially
15 infrastructure-wise and things like thing, but I think on the
16 training side, you know, one of the biggest issues that we've
17 seen recently is workforce development, lack of skilled labor
18 force in different areas. You know, there's not necessarily
19 a match of the supply of the labor force with the demand that
20 we're seeing.

21 So a lot of companies that are interested in coming
22 here and doing business, we just don't have the workforce to
23 be able to supply them. So we are actively looking at
24 federal programs and other programs to kind of remedy that
25 situation, but I think it's something that, you know,

1 communities around the country are struggling with,
2 especially as the economy kind of changes to more service and
3 tech-based things.

4 You know, back in the glory days of the
5 pharmaceutical economy in Puerto Rico, one of the factories
6 might employ 1,000, 1200 people in kind of assembly-type
7 jobs. Now the same factory, because of automation, maybe
8 has, like, 200 employees, but they're much more high-skilled.
9 They're, like, engineers, technicians, and, you know, they're
10 better paid, but there's just less of them, you know, less
11 volume of workers.

12 But then, you know, what opportunities are we
13 creating for, you know, the people who don't have the skills?
14 So, you know, these are all questions. I know it's not
15 unique to Puerto Rico, but it's something that's happening,
16 you know, across the United States, and I just wanted to give
17 my two cents. And I do think that there is an opportunity to
18 safeguard our pharmaceutical and medical device supply chains
19 and that Puerto Rico can be a very important part of that
20 equation. So thank you.

21 VICE CHAIR STAYIN: Any suggestions on how we can
22 get those production back from China and bring it backward to
23 how it's been before? Yes?

24 MR. BOZEK: Were you recognizing me?

25 VICE CHAIR STAYIN: Dr. O'Brien?

1 DR. O'BRIEN: I actually had a different comment.
2 So, if you were looking for a response, maybe Mr. Mottl could
3 respond first. I'm happy to finish that conversation first.

4 VICE CHAIR STAYIN: I'm sorry. Mr. Mottl, would
5 you like to go forward again?

6 MR. MOTTL: Just to respond to your question
7 directly, yes, you know, some of our members I've coached for
8 Prosperous America are the manufacturers of those active
9 pharmaceutical ingredients, and that's an issue very close to
10 our heart. Rosemary Gibson chairs our medical community, she
11 wrote a book called China Rx, and this has been an issue that
12 she's spoken about for quite a while and written about.

13 And so what we've seen in terms of ways to get
14 those API manufacturers back, it's similar to these other
15 industries. They left because their customers were not
16 buying their product. They were shopping on price. When we
17 see the American medical system shopping only on price and we
18 see our government incentivizing only the lowest-cost
19 producer, we need to get out of that cycle.

20 There's laws in place like the Defense Production
21 Act. It was used during the pandemic to help stand up mask
22 manufacturing and other people, but as the pandemic has
23 started to ease, we're seeing hospitals and large purchasing
24 groups, health insurance groups, going back to buying the
25 Chinese masks, the cheapest possible product.

1 And, again, I think we need to utilize more of
2 these tools. Some people have mentioned import quotas. I
3 think that's wise. I think more tariffs in a smart way that
4 don't just punish the inputs, you know, like the TV
5 manufacturer we heard from, but protect the whole chain.

6 But the Defense Production Act is another thing we
7 can use, and also, I think if we look at the value of our
8 dollar. I think the Department of Commerce has really worked
9 hard to try to put programs out and do things to help
10 incentivize both foreign companies to come here as well as
11 domestic ones to produce and export.

12 But I think that our friends at Treasury maybe
13 could do a little bit better job looking at where the dollar
14 is and how that is helping or hindering production in this
15 country. There are a lot of studies out there that show that
16 the dollar is kind of overvalued right now and we don't do
17 enough to protect from this flow of constant dollars coming
18 in here or speculative money into our market.

19 And I think, if we work a little closer between
20 Treasury, Commerce, and other agencies to really think about
21 where the dollar is, that's the silver bullet that's
22 underlying everything that could help bring these
23 pharmaceutical manufacturers and others here.

24 VICE CHAIR STAYIN: Good suggestions, thank you.

25 Dr. O'Brien?

1 DR. O'BRIEN: Hi. Thank you for this opportunity.
2 I'm Tom O'Brien. I'm the Executive Director of the Center
3 for International Trade and Transportation. We're based at
4 Cal State Long Beach, adjacent to the ports, San Pedro Bay
5 ports here, and we're in the business of education, workforce
6 development, professional development, in the trade and
7 transportation sector broadly defined.

8 I had just two observations just listening to the
9 discussion, one that's related to this question of policy and
10 one that touches upon workforce development.

11 With regard to policy, I guess my contribution
12 would be that trade policy doesn't exist in a vacuum. It
13 exists in the context of, you know, 50 different state
14 approaches to trade and competitiveness. It exists in the
15 context of investments in transportation, infrastructure, in
16 other broader economic policies. So this discussion,
17 particularly hearing the folks from the Midwest, is
18 fascinating.

19 For us in California, I think the real focus has
20 not been on competitiveness as a result of U.S. trade policy
21 but our own policies in California, what, for example,
22 environmental mandates are and the transition to a
23 zero-emission trade sector, freight sector means for the
24 health and well-being of the state's trade sector. So I
25 guess my suggestion would be that, you know, that considering

1 how the impact of trade policy is either helped or hindered
2 by investments that the Department of Transportation,
3 Department of Labor, and others might make, how that impacts
4 things on the ground for the people who both import and
5 export.

6 The other thing with regard to on the workforce
7 development side, clearly, my job is to help make opportunity
8 available for people in our region, whatever those
9 opportunities may be. And for us, the challenge is -- and I
10 think this is something that Mr. Bozek just sort of
11 referenced -- is that we're going to be playing catch-up to
12 make sure that the people who are going to be available to
13 take these jobs have the correct skill sets.

14 And that's once again where sort of broader
15 societal, socioeconomic trends are challenging us. For
16 example, everyone has sort of seen southern California,
17 California, as the poster child for urban homelessness. That
18 touches our university. 2019, the year before the pandemic,
19 11 percent of our students on our campus experienced homeless
20 at least one time during the course of the year. A much
21 larger portion experienced food insecurity. Our city college
22 partner has opened up its parking lot for homeless students
23 to be able to park and take showers at facilities overnight.
24 If we can't solve that intractable problem, providing access
25 to jobs is not where we need to start, I guess is what I'm

1 saying.

2 So I'll just close with the idea that, you know, we
3 have to take a somewhat holistic approach to looking at the
4 nature of the problem. On a positive note, we are working
5 closely with industry, with the port, and with the school
6 district on making sure that access to information and
7 training in the trade and logistics center is available to
8 high school students. We're part of an immersive academy
9 that prepares an underserved population to take advantage of
10 these opportunities. But I'll close there. Thank you.

11 VICE CHAIR STAYIN: Thank you very much. Thank
12 you. You segued me into the next question. Are there
13 government policies that are successful in reducing any
14 negative impacts from imports, competition from foreign
15 companies, businesses moving abroad, or other trade-related
16 issues? Are there policies that help workers to take
17 advantage of trade-related opportunities? Are there areas in
18 which more or better resources are needed? Ms. Ricartti.

19 (No response.)

20 VICE CHAIR STAYIN: Mr. Holt?

21 MR. HOLT: Good afternoon, Vice Chairman Stayin.
22 Thank you for having me again. My name is Derick Holt, and
23 I'm a partner in the international trade group at Wiley. I
24 was able to participate in the first roundtable on race and
25 ethnicity, so thank you for having me again.

1 I wanted to point out just a few issues that, you
2 know, were discussed earlier this afternoon with respect to
3 policy. Earlier in the roundtable, you had mentioned using
4 the antidumping and countervailing duty laws as a way to
5 protect domestic industries that are being injured by
6 unfairly traded imports, and I wholeheartedly agree.

7 Let's level the playing field by enforcing our
8 existing AD and CVD laws. You have industries, you know,
9 such as the chassis industry, who is on the verge of being
10 wiped out. The relief that ITC and the Department of
11 Commerce provided to the chassis industry last year was
12 crucial. Stilton (phonetic) Trailers was completely shut
13 down, and now they are on the verge of hiring a third shift
14 to bring back production.

15 So we do know that the AD and the CVD laws help.
16 Other trade policies, such as the 232, has helped local
17 communities. The Economic Policy Institute found that 3200
18 new steelmaking jobs were created due to 232 steel tariff
19 policies. If you look at the primary aluminum industry, the
20 232 tariffs have allowed the last primary aluminum smelter in
21 the United States to hire back jobs that were lost in South
22 Carolina due to subsidized aluminum exports from China. So
23 the 232 policies have been a U.S. policy that's helped local
24 communities.

25 VICE CHAIR STAYIN: Thank you, Mr. Holt. Your

1 suggestions are very helpful. Thank you.

2 Mr. Mitchell, please.

3 MR. MITCHELL: Mr. Chairman, thank you for your
4 time. I really appreciate you seeking input. My name is
5 David Mitchell. I'm a Professor of Economics here at
6 Missouri State University. I also direct the Bureau of
7 Economic Research.

8 As a general rule, I'm a very big, strong believer
9 in free trade. I think that the benefits are larger than the
10 costs even though the costs might be highly concentrated.
11 One of the problems, Mr. Chairman, that I wish you guys would
12 remember, though, is that in order for free trade to work,
13 everyone has to be in doing it. It can't be that the U.S. is
14 the one who reduces our tariffs and quotas and then China has
15 tariffs and quotas, subsidizes firms and everything else like
16 that that actually doesn't create a level playing field.

17 We do have a couple of problems here in the
18 Midwest. Some of the research that I've been doing is that
19 here, especially in Missouri, we've seen kind of a hollowing
20 out where we're seeing population leave or we're not seeing a
21 lot of population growth, so employment's relatively
22 stagnant. We're seeing shifts in employment away from
23 manufacturing and more towards services, and some people have
24 noted there's nothing wrong with these service jobs, but the
25 wages tend to be a little bit lower, they don't have nearly

1 the level of benefits that you would have possibly with some
2 other jobs.

3 But one of the things that we're having a real
4 problem with is the skill set. Especially here in southwest
5 Missouri, if a foreign firm wanted to come in here and hire
6 highly skilled workers, they wouldn't be able to do it. They
7 couldn't find them.

8 And not only that, it's not even a matter of highly
9 skilled workers. Some of our workers here have problems with
10 life skills, so these would be things like making sure that
11 they can show up to a job on time and sober. You know, here
12 in southwest Missouri, we have lots of problems with
13 methamphetamine use. Drug use is a fairly big issue. And I
14 don't know how we're going to be able to overcome that unless
15 we have some more types of training and skill set, and
16 possibly, once again, maybe we need to go back and have some
17 investment in basic life skills.

18 There is one other issue I'd kind of like to raise
19 too, and that is that, you know, as economists, we typically
20 think of people being fairly mobile, but, in reality, they're
21 not, especially as they get older. You know, the
22 25-year-old, when the steel plant closes, can say to himself,
23 okay, I'm only 25 years old, I can pick up and move. But,
24 when he becomes 55 years old, it's a whole lot harder for him
25 to pick up and move to another part of the country and get a

1 different job. It's also harder to retrain him. By the time
2 we retrain the 55-year-old, spend three or four years
3 training him, he's 59 or 60 now, and, you know, his chances,
4 realistically speaking, of getting a job are going to be
5 fairly slim.

6 So, like I said, these are these types of things
7 that, once again, I'm really glad you guys are seeking input,
8 and I just thank you for your time. So I'm just glad to
9 throw something out there.

10 VICE CHAIR STAYIN: Thank you for being here.

11 Dr. Lara?

12 DR. LARA: Hi, my name is Juan Lara. I'm at the
13 University of Puerto Rico. I'm a Professor of Economics
14 also. I have been listening with great interest to what you
15 have been saying, and from our perspective in Puerto Rico, we
16 have a couple of experiences that we might share with you.

17 These are not recent. This happened maybe 15 years
18 ago or maybe more when the United States signed a Free Trade
19 Agreement with the Central American economies, Nicaragua,
20 Costa Rica, Honduras, Guatemala, and Panama -- no, not
21 Panama. Also, the Dominican Republic was included in that.
22 It's called the CAFTA, the Central American Free Trade
23 Agreement, and it also involves the Dominican Republic.
24 That's why they added the "DR" after CAFTA.

25 And we saw in Puerto Rico a clear impact in the

1 imports of certain tropical foodstuffs that are consumed in
2 the Puerto Rican diet or, you know, very common products for
3 Puerto Rican families to consume on a regular basis, and
4 these are produced very cheaply in Central America. And it
5 was predicted before the deal was signed, before the
6 agreement was signed that we were going to see a large inflow
7 of these products into Puerto Rico and that they would
8 eventually replace local production to a large extent.

9 And that has, in fact, happened. So we have seen
10 an impact in agriculture in Puerto Rico and agricultural
11 incomes and jobs. Now it turns out that agriculture is a
12 small segment of Puerto Rico's economy, unfortunately; it
13 should be a lot larger than it is.

14 It isn't larger because of a lot of structural
15 issues that prevent it from growing, but if you ask any
16 active agricultural producer in Puerto Rico, they will
17 complain, in fact, that trade -- that imports play an
18 important role in limiting their production capacity and the
19 creation of more jobs on the island.

20 Also, we saw in the past a number of electronics
21 companies that were operating in Puerto Rico that left Puerto
22 Rico and eventually reopened in some of these Central
23 American countries because they took the opportunity under
24 the CAFTA agreement to gain freer access to the U.S. market
25 for these electronics products, and they were able to produce

1 them cheaply in places like Costa Rica. So we have seen some
2 negative effects from that. But we are eligible, as
3 everybody else in the United States, for assistance, existing
4 assistance programs for people who are hurt by imports.

5 But the more important thing for us was to be able
6 to export to these economies, to gain the advantage that
7 these agreements were supposed to create for us to gain
8 access, freer access to these markets in North America, and
9 that hasn't really happened. You know, we haven't really
10 been able to gain an export presence in those markets.

11 VICE CHAIR STAYIN: Thank you, Dr. Lara.

12 Ms. Ricartti?

13 MS. RICARTTI: Can you hear me?

14 VICE CHAIR STAYIN: Yes, I can.

15 MS. RICARTTI: Yes. Thank you very much for the
16 opportunity. I'm from Los Angeles, and I've been working
17 with Mexican communities for a very, very long time. And so
18 all of you know that more than one in two Latinos are
19 immigrants, and we definitely need to provide classified
20 employees training and have a living wage salary that is --
21 because you know that this high cost of living in L.A. is
22 really affecting a lot of people, and like many people before
23 me said, it's affecting a lot of people, making them
24 homeless. So we need to ensure that we have a healthy
25 environment, livable communities, and we need to invest in

1 building a pipeline for future generations in the healthcare
2 and biotechnical industries.

3 We have the opportunity right now through
4 innovative initiatives, and this trade policy is really
5 affecting a lot of communities, especially of color. So I
6 hope that this gives us an opportunity to get involved. And
7 thank you for the opportunity. I think that these
8 roundtables are very helpful to ensure that people get
9 involved because all of us are affected somehow. Thanks
10 again.

11 VICE CHAIR STAYIN: Thank you very much.

12 My next question is, what role does your
13 organization play in the education and training of a diverse
14 and inclusive workforce? How do you use education and
15 training to respond to changes in the job market that create
16 challenges or new opportunities for workers? And this is so
17 important. Mr. Pallesen?

18 MR. PALLESEN: Yeah, actually, I wanted to make a
19 couple comments on the previous question, so, if I could do
20 that, fine, but if not, if you want to move on?

21 VICE CHAIR STAYIN: Okay. Do you want to comment
22 on this question?

23 MR. PALLESEN: No, I wanted to on the previous one.

24 VICE CHAIR STAYIN: Okay, we're going to need to go
25 on. Thank you.

1 Ms. Mottl? Mr. Mottl?

2 MR. MOTTLE: No problem. I just wanted to make sure
3 it was me. But, yes, you know, training is so important. I
4 think I mentioned a little bit about the, you know,
5 importance of manufacturing and vocational training programs,
6 and I just want to -- you know, our company, the way we do it
7 specifically is oftentimes we'll bring someone in in an
8 entry-level position, completely unskilled, and, typically,
9 in our area, that wage starts at around \$16 to \$17 an hour
10 plus benefits.

11 And what we like to see from a person coming in
12 with literally no skills is the soft skills, that they can
13 show up on time, they can be reliable, they can listen and
14 take instructions and work with others.

15 And, typically, after we see a couple of weeks or
16 months with that person and we build trust and that
17 reliability, we try to find other opportunities in our
18 factory for them to gain more skills. Sometimes we might
19 send them to classes provided by an outside provider. I
20 mentioned the Technology Manufacturing Association. There's
21 some other great training programs too around the country,
22 vocational training. We've even paid for community college
23 training and stuff like that, and then sometimes our
24 machinery vendors and providers provide specialized training
25 on the type of equipment or software that we use to

1 manufacture pieces. So that's kind of how it works.

2 And we usually, as a company, pay for that
3 training. So it's no cost to the employee, and we often ask
4 them to commit to stay with us for a certain period of time
5 because we're going to invest in them and we want them to be
6 part of our community. They get a raise in wages, and we
7 have at our company a whole skills matrix that identifies
8 hundreds, if not thousands, of skills across each department,
9 and as employees gain more skills and more training in each
10 of those areas, they do correspond to an increase in wages,
11 and that person becomes more valuable.

12 We want to keep them here, but they're also more
13 valuable for other companies. And so, you know, that goes on
14 all around the country, and that has for a long, long time,
15 but I think that system has started to break down simply
16 because companies have not been profitable or able to support
17 that model as they've dealt with trade predation.

18 But I would encourage that, you know, this is a
19 wonderful, wonderful way of training and that there's been
20 programs -- you know, the Department of Education oftentimes
21 puts real strong focus on college, and these high school
22 programs, you know, they've lost a lot of the vocational
23 training, at least where I'm at around the blue-collar
24 communities of Chicago or the border of the Chicagoland
25 suburbs.

1 You know, the focus has been sending everyone to
2 college, and I really would encourage putting more money and
3 more emphasis -- it's just as valuable as a college
4 education, a vocational career. There's no difference to me.
5 There's no one that's better or worse and that oftentimes
6 with college, people come out with debt and they're really
7 not making the wages that they want to make.

8 With these vocational programs, you can come right
9 out of high school. Maybe you've had some shop classes, some
10 math, some CAD/CAM programming classes. You can get into a
11 vocational program. You can work and earn money while you're
12 going to school.

13 So I just want to highlight these, and I hope my
14 little example of how it works in my little world is
15 illustrative and that we can encourage more of this type from
16 the top down. It's got to start with the Department of
17 Education as well.

18 VICE CHAIR STAYIN: That's an excellent comment and
19 excellent suggestions. When I was in high school, you had a
20 choice; you could take shop or you could take some other
21 courses, and it provided a good source of skilled workers to
22 our industries in Cincinnati.

23 Ms. Mazara, would you like to comment?

24 MS. MAZARA: Hi, thank you, yes. So my name is
25 Ruth Mazara. I am a Program Director for a nonprofit, Moore

1 Community House, and we have a program called Women In
2 Construction. And so what we do are providing women access
3 to careers in high-wage, high-demand skilled craft trade and
4 advanced manufacturing jobs.

5 And what we know is that in the State of
6 Mississippi, women are usually segregated by gender into
7 occupations that are traditionally lower-paid occupations.
8 And so what we are trying to do is reach out to the community
9 and provide free training and provide the industries with a
10 qualified workforce.

11 And in Mississippi, women make up half of the
12 workforce, yet they're two-thirds of the minimum wage
13 earners. And so, as he was just saying, investing in that
14 training and providing that pathway to these high-wage
15 careers, providing the pathway to -- even providing the
16 workforce to the industries is so important.

17 We have witnessed firsthand as far as at our local
18 port where they used HUD dollars to expand the port with the
19 promise of having all these high-wage jobs from their
20 tenants. Instead, what they did was added a hotel onto their
21 property and had two-thirds of their jobs in low-wage service
22 jobs. Again, good careers for some people but was not the
23 promise, so accountability is a huge thing as far as
24 accessing underrepresented communities who don't have access
25 in traditional ways. They don't have the social capital,

1 especially in -- I don't know if in other areas it's the
2 same, but in my state, it's who you know sometimes, and so a
3 lot of times they don't have the social capital or
4 generations before them accessing these high-wage jobs. So
5 it's really important to invest and look at what's really
6 happening in those communities. And so I just thank you.

7 VICE CHAIR STAYIN: Thank you very much.

8 Anyone else who has not spoken yet who would like
9 to? Mr. Pietrick?

10 MR. PIETRICK: Thank you. In steel working, we
11 have a large gap between our higher seniority members and our
12 younger members with 10 years or less. I know that that's
13 true for a lot of the other crafts and trades as well.

14 Having a strong culture like we do in the
15 steelworkers, our knowledge is our strength, it's our power,
16 and it's up to us internally to capture as much as we can
17 before those senior members retire. That's what's going to
18 keep our plants viable, that's what's going to keep the
19 culture moving forward and all the learned processes that we
20 have in the plant transitioning to the younger generation.

21 Having viable apprenticeship programs within the
22 plant, a lot of times that comes through joint memberships
23 between the union and the company. So workers who are in the
24 plant who might be production workers who know the plant well
25 can transition to millwrights or electricians or

1 instrumentation technicians. Those are very important.

2 But I do see an underutilized resource in the
3 community. We're based in Cleveland, located almost
4 downtown, surrounded by neighborhoods, and there aren't a lot
5 of opportunities economically or good jobs in the area.

6 This is something that can be trained. This is
7 something that can be pushed in these neighborhoods, that
8 there is a career in the steel mill, there's good jobs, good
9 union jobs with benefits that require minimal training to
10 become an operator.

11 You know, high school is maybe 15 years ago for me,
12 but they don't have shop anymore; it's more of a hobby. We
13 need to push that there are good blue-collar jobs where you
14 can work and make an honest day's pay with your hands that
15 are dignified and they're great.

16 I have a college degree in journalism. I don't use
17 it, and I love being an electrician, and that's an
18 opportunity that was provided to me working in the steel mill
19 and because I have a strong union that wants to train.

20 VICE CHAIR STAYIN: Thank you very much.

21 Mr. O'Brien?

22 MR. O'BRIEN: Thank you. A couple of things to add
23 to that. I agree certainly with the value of vocational
24 training and community college training, but I think there
25 are things that we can do at four-year institutions to make

1 the situation better, and some of these are underway.

2 And I should say that a lot of this is driven by
3 the changing student and what they're demanding of us in
4 education. And to the extent that federal policy or state
5 policy can encourage these, and I agree that the Department
6 of Education is critical in this area, that should happen.

7 First is embedding certifications in traditional
8 degree programs, right, so that a student is able to get an
9 industry-recognized certification or certificate while
10 they're pursuing an Associate's or a Bachelor's degree.
11 There's currency in both of those and there's value to both
12 of those, and we're starting to see that happen more and
13 more.

14 The second is we are now underway in giving Credit
15 for Prior Learning, CPL, to students who come to us from the
16 workplace who maybe have accumulated community college
17 credits somewhere along the way. I mean, there are 36
18 million Americans who have some college but no degree. If we
19 can make it easier for them to complete those programs so
20 that they are building their skillset for the workforce and
21 make them more workforce-ready, that's a good thing that we
22 should be doing.

23 There's also a need for us to create more formal
24 pathways on the non-traditional, non-credit side of things.
25 We do a good job of providing a pathway for students coming

1 out of high school, getting an Associate's, going to a
2 four-year degree. But, in our case, somebody who gets a
3 certificate in dispatching or warehouse management or
4 transportation management at the city college should be able
5 to connect to our professional designation in logistics and
6 marine terminal operations more easily. And so we're looking
7 at building those pathways as well, and that's incumbent upon
8 us.

9 The soft skills, we've partnered with groups like
10 Toastmasters to make that a part of our training program so
11 people build those communication skills.

12 And the last thing I'll say is that in general,
13 those of us in education can help by doing better labor
14 market analysis to anticipate the impact of these changes on
15 the availability of programs and the design of programs.

16 Bureau of Labor Statistics, Department of Labor
17 data is really helpful, but it's historical. It doesn't
18 capture a dynamic work environment. So, you know, to the
19 extent that those of us in the colleges can mine data from,
20 you know, monster.com or Indeed to get a sense of real-time
21 demand for skills, not just occupations, we can feed better
22 information to those of you who are on the job and prepare
23 the workforce better.

24 VICE CHAIR STAYIN: Thank you.

25 Dr. Mitchell?

1 DR. MITCHELL: Yeah, I've been in education for
2 about 25, 26 years now. One of the things that I've noticed
3 is a huge change in the way students think. Thirty years
4 ago, they were much more interested in kind of this
5 broad-based idea of education when they went to school, and
6 now they're much more interested in what can I -- almost like
7 college is becoming just a set of skills, like trade school.

8 One of the things I started encouraging my students
9 to do several years ago too is to say that, you know, you
10 don't necessarily have to go to college to have a decent job.
11 You know, the world needs plumbers, and there's nothing wrong
12 with being a plumber. It's a high-skilled job. There's no
13 way to outsource it to China or India. There's nothing wrong
14 with being a plumber.

15 So one of the things that we're seeing is we're
16 seeing more and more students who come to college who
17 literally don't know why they're here, and they think that
18 getting a college degree is going to automatically guarantee
19 them a higher income in the future when that's not
20 necessarily true.

21 So I'm wondering if maybe -- and I don't know if
22 this is more of a cultural thing or maybe more for the
23 federal government -- more encouragement towards things like
24 AA degrees, trade school, and things of this nature that, you
25 know, like I said, these students have this mindset that

1 somehow that work is beneath them, and there's nothing
2 beneath students becoming a plumber or an electrician or
3 something like that. That's not a bad job. It doesn't make
4 you a bad person to not go to college, and that's what a lot
5 of the students coming in think, that if I don't go to
6 college, somehow that makes me a bad person, and that's an
7 improper mindset.

8 I think a lot of that's coming from U.S. Department
9 of Education, where they're pushing higher education so much,
10 but maybe we need to have more of a balanced focus in terms
11 of trade and just good old-fashioned, like I said, just basic
12 good old-fashioned life skills, where students know and
13 people know how to show up to work on time and show up sober.
14 So thank you very much.

15 VICE CHAIR STAYIN: Thank you.

16 Mr. Key?

17 MR. KEY: Yeah, I wholeheartedly agree with the
18 statement you just made about the vocational schools and
19 things like that. I think people do need to learn or realize
20 that, you know, you can go to these schools and there's a
21 difference between living and having a career and a good
22 career and just barely getting by on minimum wage.

23 We need to reinvest back into our technical and
24 vocational schools and get people in there. We have a lot of
25 programs through the steelworkers. You know, we have

1 leadership programs, scholarship programs that we go through
2 where we come in and we do think tanks similar to what we're
3 doing today, where everybody from all across the country
4 comes in, we talk about various things.

5 I met Brother Pietrick at one of these leadership
6 programs. We have Women of Steel, we have Veterans of Steel,
7 we have Next Generation, we have all these different councils
8 and committees. We have Political Action Committees, we
9 have, you know, rapid response committees, we have education
10 conferences every year at each district.

11 We have all these things. We have programs that
12 you can go through to get your journeyman, master
13 electrician, you know, pipefitter, welders, things like that,
14 certificates through us. You know, and it's not just
15 teaching, you know, like Brother Pietrick was talking about,
16 the older generation teaching the new generation. When we
17 started the programs like Next Gen, the next generation, the
18 younger group coming up, I mean, they reinvigorate the older
19 people that sit here, and they give us a lot of fresh, new
20 ideas that we never thought of because they came up a
21 different way than we did.

22 VICE CHAIR STAYIN: Thank you very much.

23 Mr. Kassis?

24 MR. SECRETARY: You're on mute, Mousa.

25 MR. KASSIS: I would like to talk about two

1 experiences in our region that we experience here in
2 Youngstown, Ohio. About a year ago or so, there was an
3 excellent training center opened up here with part of it
4 federal funding, part of it was manufacturing and provided by
5 different companies, where they opened about 54,000 square
6 feet of manufacturing floor for training for those who are
7 not college-bound, but rather they were vocational bound for
8 going towards manufacturing jobs.

9 And this has been open and free for industries, for
10 companies, and for students who would come and train on
11 different manufacturing skills and different experiences,
12 like powder printing, additive manufacturing, industrial
13 maintenance, manual machining, CNC machining, and so on.

14 So that is one of the areas that we've been working
15 on. It's about a 50-mile radius. Companies come to seek in
16 that, and it's been a successful model. We'd like to see
17 more of this around the country.

18 The other one is, actually, it's been in existence
19 for about 10 years, this program called an Ohio Export
20 Internship Program, where we have an industry actually
21 demanded. Every time we're helping companies, they would
22 say, do you have anybody that have skills that we could put
23 them here and working for exporting process? How would we
24 export? And, therefore, we created a specific curriculum
25 here at Youngstown State University and four other

1 universities in Ohio where it is a combination where we train
2 students for the whole full spring semester on the exporting
3 process, then we match these students with companies all
4 around the states.

5 It is actually the only program that I know of in
6 the whole country where a combination of the Ohio State
7 government, the academia, and the industry come in a unity
8 all together as a team and they train these skilled students,
9 find an internship for a full summer semester, and then, out
10 of this, we have about a 20 to 25 percent rating where
11 they're hired directly by the companies.

12 And then the state will reimburse company 50
13 percent of this funding. So the wages of the student would
14 be \$17 an hour, and the State of Ohio would reimburse company
15 50 percent at the end of the summer. That has been a
16 tremendously successful program where we actually saw tens of
17 millions of dollars per year that students helped companies
18 in exporting these products overseas. And that is a big help
19 for the state economy and for the country economy if we mimic
20 this model in different areas and all the success that it
21 has. And nothing will beat that combination of the
22 government, industry, and academia getting together, working
23 together.

24 VICE CHAIR STAYIN: Thank you very much and for the
25 excellent work that you are doing. We need to know more

1 about that and have that done in more states throughout the
2 country. Thank you.

3 Mr. Padisak, you had raised your hand?

4 MR. PADISAK: Right, thank you. Thanks for the
5 update there, Mousa. That was pretty accurate. One of the
6 other things we found successful in this area is the west
7 reserve building trades had been having trouble getting
8 apprentices every year, and like we've talked about, those
9 are good-paying jobs. You don't have to go to college and
10 incur debt for it.

11 So what they started doing was having a huge
12 building trades day at the local county fairgrounds during
13 the summer and actually during the spring, and what they
14 found was effective was to contact all of the superintendents
15 from each school and all the guidance counselors, send them
16 information, and we started getting busloads of kids from all
17 the different schools where they could actually go and do
18 hands-on work, you know, apply cement and see what wiring
19 does and see heavy equipment. And we had a lot of people
20 there who could, you know, demonstrate the different
21 equipment and show them what's possible for them if they just
22 take these classes in school.

23 They can get out and apply for these apprenticeship
24 programs and make this kind of money, because they found some
25 kids were coming out of school not equipped just for basic

1 math, you know, needed to get through an apprenticeship
2 training program. And it's only been a few years, but it's
3 turned out to be very successful. So that's been helpful.

4 VICE CHAIR STAYIN: Thank you very much. Good to
5 hear that.

6 Dr. O'Brien, we're running low on time. You're
7 going to be our last question. Go ahead.

8 DR. O'BRIEN: Yeah, so this is just a comment on
9 the return on investment of these programs where industry and
10 academia and government work together. I mentioned this
11 immersive four-year logistics academy that we work on with
12 the Port of Long Beach and the school district.

13 This is a challenged school. Eighty-two percent
14 are disadvantaged socioeconomically, 13 percent of the
15 students have disabilities, 31 percent English language
16 learners, it's a Title 1-9 school.

17 But, after the first four years of the program, the
18 students who have gone through all four years of the program,
19 we've seen a 10 percent increase in the number of eighth
20 graders that choose logistics as a pathway, a decrease in the
21 number of D's and F's, an increase in AP course enrollment up
22 10 percent between 2016 and 2020, and a decrease in chronic
23 absences from 24 percent to 10 percent over the same period.

24 Some of these impacts are longer-term, but they're
25 significant. I just wanted to make sure I got that across.

1 VICE CHAIR STAYIN: Thank you very much.

2 Would anyone like to make any final comments you
3 did not get to make? Ms. Ricartti?

4 MS. RICARTTI: We haven't mentioned anything about
5 investment. I think that it is very important that people
6 are aware that we just have to stop demonizing money because
7 we need money for everything that we do. We need to know and
8 learn how money grows in investing, and that's what we're
9 doing in Mexico. In some places, we're teaching people to
10 invest in their lives so they don't have to come this way.
11 And we have to acknowledge the greatness of this country. It
12 has many opportunities, and we have to really tell people
13 that we need to think about how all of us have to get
14 involved, because we need to. It's urgent. Thank you for
15 the opportunity.

16 VICE CHAIR STAYIN: Thank you.

17 Mr. Pallesen, final comments?

18 MR. PALLESEN: Yes, thank you. On the question on
19 the government policies, you know, the previous
20 administration had given corporations tax breaks with nearly
21 no strings attached. What we need is a policy where they
22 raise taxes and then give tax credits or cuts to reinvesting
23 back in the United States. And then, with it, they need to
24 recall that language so if those businesses don't meet, you
25 know, their plan, their business plan, then they have to give

1 that tax back.

2 In 2018, Kimberly-Clark announced they were closing
3 10 mills, and they closed the mill in Fullerton, California,
4 and they openly said -- myself, representatives from the
5 Steel Workers, two union reps from here and one union rep
6 from South America met with Kimberly-Clark and they openly
7 said, when we said why are you doing this, they said, we're
8 flush with cash, we can now afford to move the equipment,
9 we're going to move to the lowest-cost manufacturing center.
10 That's really the elephant in the room, so to speak, because
11 these multinational corporations are free to take, you know,
12 tax money with no strings attached. There's no bank in the
13 country that would loan them money that way. This just has
14 to change.

15 And then, with it, you know, we're facing cap on
16 trade, you know, CO2 policies, which we want. Our members
17 want something done on carbon emissions. California in 2006,
18 we passed Assembly Bill 32. There's virtually no more pulp
19 mills in California or paper mills. So they're offshoring
20 jobs. They're offshoring our environmental responsibilities,
21 and it's all a financial incentive for these companies to do
22 it. If we don't get this policy changed, we're just going to
23 continue to see terrible job loss and negative impacts.
24 Appreciate your time. Thank you very much.

25 VICE CHAIR STAYIN: Thank you, and thank all of you

1 for your responses today. It has been very help. It's going
2 to be very important in our study.

3 I will now turn over to see if my fellow
4 Commissioners have any questions.

5 CHAIR KEARNS: Thank you, Vice Chair Stayin. I
6 have one if you like.

7 COMMISSIONER SCHMIDTLEIN: Go ahead.

8 CHAIR KEARNS: Okay. I want to ask Dr. Mitchell
9 how we know whether or not the negative effects of trade are
10 concentrated based on what we've heard today. Do you have
11 anything that you can kind of help us kind of pull this all
12 together to determine that? I mean, one thing that I pointed
13 out in the last roundtable is two-thirds of Americans are not
14 college-educated, and we've been discussing that quite a bit
15 in these roundtables and how they're impacted on trade, but
16 anything you want to say to kind of help us think through how
17 trade impacts are concentrated for underrepresented or
18 underserved communities.

19 DR. MITCHELL: Yeah. One of the things that --
20 thanks a lot, Jason. One of the things that I've really
21 noticed is, like I said, I mean, you know, when we go to
22 school and we talk about that stuff in theory, we always talk
23 about, oh, you know, you have this example. You know, we do
24 a lot of regional analysis here, and we have the example of,
25 oh, well, workers will just pick up from this location and

1 move to the other location where the wages are higher, you
2 know, and the reality is people -- it is very difficult for
3 people to move, especially as they get older.

4 And, you know, this is something my dad experienced
5 as well too. He was not in trade. He was actually in the
6 ministry. But, as he got older, it became harder and harder
7 and harder to find new work. So one of the things like, you
8 know, like what we've been trying to do here at -- what I am
9 trying to do with my students is I try to figure out what it
10 is that they're actually wanting to do. If they're just
11 interested in making money and that's all that they want to
12 do, then, you know, college might not be for them. You know,
13 there's a good percentage of the people who go to college who
14 actually end up making less than somebody that has a high
15 school diploma.

16 So I encourage people to find out what it is that
17 they're actually wanting to do. If they're just interested
18 in making money, then I tell them go become a plumber. You
19 know, if they're interested in, you know, doing these
20 particular things, then, you know, maybe college is for them.
21 But I think we've seen this huge push where people are in
22 this mindset that college is a one-way ticket and it is the
23 only ticket to, you know, "success in life" or whatever that
24 is it might look for different people.

25 Now one of the things, like I said, we've noticed

1 here in Missouri, we've been doing this research, our economy
2 is really kind of in a state of decline, especially relative
3 to the rest of the country. We've seen very little job
4 growth. We've seen -- an interesting thing about Missouri,
5 you know, we're a microcosm of the whole country. We have
6 the same percentage of manufacturing here. We have
7 relatively the same percentage of service industries as you
8 do for the whole country. So it's really kind of a microcosm
9 and, you know, there's just -- not everybody can be a doctor
10 and a lawyer, and that doesn't make you a bad person to not
11 be a doctor and a lawyer. And I think that mindset really
12 kind of needs to change.

13 And, you know, like some of the other people have
14 been noticing here, especially the ones that work in the
15 plants, they have to spend all this time and money training
16 people just to be able to get to the skill set that it takes
17 to do some semi-skilled or highly skilled manufacturing and
18 they can't even -- they have to -- that's time that, you
19 know, Mr. Mottl is spending training his workers. Well, if
20 the high schools and a trade school was doing that, that
21 would be time saved that he wouldn't have to be doing that
22 and that would be money that he could spend reinvesting and
23 the plant expanding production.

24 So I think this whole mindset that college is the
25 one-way ticket to success is -- and then, you know, this is

1 speaking as a college professor -- is something that might
2 actually need to change and this mindset towards -- you know,
3 there's a whole bunch of different ways to get to these
4 different mindsets.

5 And, you know, and then, like I said, when we have
6 this free trade, this -- you know, Mr. Mottl's skill set
7 here, he can compete with the people in China because he
8 says, okay, I'm not going to make telecom anymore, I'm going
9 to do aerospace now. But, you know, China is not subsidizing
10 all of their aerospace companies, and, yeah, he can't compete
11 with that. This is one of the things that I see continually
12 where it's the U.S. has been saying we want to be the leader
13 in free trade, and, like I said, I'm a big believer in free
14 trade, but it can't be that we are the ones that reduce all
15 of our tariffs and quotas and everyone else keeps theirs and
16 subsidizes their companies. That's not free trade.

17 CHAIR KEARNS: Yeah. Okay, thank you.

18 And the last question I have is for Mr. Storino.
19 Mr. Storino, I meant to come back to you at the last
20 roundtable. I had some follow-up questions for you, so I
21 want to just hear from you one more time, anything that you
22 may want to say that you haven't said already, but also, in
23 particular, what I remember talking about with you at the
24 last roundtable was how trade impacts older workers. But, if
25 you'd just like to speak more generally, any final word you'd

1 like to say before we wrap up?

2 MR. STORINO: Yes. Can you hear me?

3 CHAIR KEARNS: Yes.

4 MR. STORINO: It was very good today to listen to
5 all of us going on and then the worker adult at like 55 years
6 old or 50, they don't want to go to a trade school or
7 apprenticeship programs. They want to find some kind of
8 compatible with the job they had, and that's a problem and
9 the issue is how we fix that. So my theory in this is that
10 if there were laws that when a company decide to go out to a
11 different part of the world or whatever, a responsibility
12 towards the employer to train them with availability in the
13 field that they know all their lives, see, and sometimes
14 they're successful that way.

15 I was involved with some of those issues when I was
16 the president of a local union, and there was the
17 apprenticeship program and also with manufacturing, that we
18 had jobs, like, in the air condition field. So that's where
19 I had some luck with some of the overtime, that they accepted
20 to go -- you know, some corporations took them in as
21 operators and before you know those people had become
22 journeymen, see. Sometime they're skilled and they tell them
23 that you have to be in an apprentice program because the
24 education, they don't have it, see. But, if you can go and
25 visualize this work and you already have probably seen

1 something like that in a mill or whatever occupation they
2 might have, it will become a lot easier and then they're not
3 afraid to get involved in those type of work, see.

4 But today no one wants to accept a 55-year-old or
5 50 or 60 if they like to work some more in their lives
6 because they say, well, you don't have enough time, plus to
7 get their money back if they're training, see. That's the
8 problem. That's the problem, is money that they don't want
9 to spend. But, unfortunately those poor people that work and
10 does the job and then money for the worker was the owner of
11 the corporation, now they find themselves devastated. Some
12 of them -- I would say most of the people that I know, as I
13 spoke the other meeting, that where I live around the area,
14 all the industries have died with the exception of one. And
15 in the end, there are two more left, but there is still a lot
16 of unemployment of the people at age 55, 50, or 60 and then
17 they're going to find a job. Some of their kids take care of
18 them and some, whatever they can, you know, find, and that's
19 bad. It is bad.

20 So, between the government and the manufacturer
21 that says I'm going to leave this country, they should be
22 responsible for their employee because they make money from
23 them and the workers are paying taxes. So what are benefit
24 for those poor people today?

25 CHAIR KEARNS: Yeah. Okay. Thank you very much,

1 Ms. Storino.

2 I just want to thank all of the panelists for
3 appearing today. This is very helpful.

4 And thank you, Vice Chair Stayin, for moderating.

5 VICE CHAIR STAYIN: Thank you, Chair Kearns.

6 Commissioner Karpel?

7 COMMISSIONER KARPEL: Thank you. I will just echo
8 what Chairman Kearns just said and just thank you all for
9 participating. I've been listening this whole time and very
10 much appreciating all your contributions to this really
11 important conversation. I don't have any further questions,
12 but, again, a big thank you.

13 VICE CHAIR STAYIN: Commissioner Johanson?

14 COMMISSIONER JOHANSON: Yes. I have a question,
15 and let me find where I wrote it down. It'll take me one
16 minute here. Several of the speakers today -- or the
17 participants today have spoken on the importance of soft
18 skills. I was wondering how big of a problem is that with
19 workers, the need to develop soft skills, and how successful
20 are business programs in teaching these skills? Yes, Mr.
21 Key?

22 MR. KEY: I think the skill set we're talking
23 about, I don't even know if it's to the businesses right now.
24 We've taken a lot of things out of the high schools that we
25 used to have as far as like teaching people how to balance a

1 checkbook or how to change a tire and things like that. So,
2 in doing so, we have shifted the skill set of what we call
3 common sense into a realm of things we used to consider
4 common sense are not so much anymore. So, when you get into
5 a work environment, you take for granted that people know
6 these things and they don't, and so it makes it 10 times
7 harder to train someone when you assume they know how
8 something mechanically works because it looks simple to you
9 or something you learned when you were younger. And I think
10 we need to get back to that train of thought in schools and
11 things like that, not just technical and things, just life,
12 you know, how to balance your checkbook, how to live every
13 day.

14 I think we've gotten away from ideas like that in
15 our school systems and I think it's hurting us, whether it be
16 just in general in life, I mean, whether it be a business
17 manufacturer and higher education. I think it just touches
18 all facets of life when we've shifted our definition of
19 common sense.

20 COMMISSIONER JOHANSON: Yes, thank you, Mr. Key.

21 Mr. O'Brien?

22 MR. O'BRIEN: Yeah. It's a great question, and I
23 would just say that we're no longer calling them soft skills
24 in our programs. We're calling them foundational skills
25 because they are not optional anymore and they're becoming

1 increasingly -- what's foundational now goes beyond and, you
2 know, includes what Mr. Key suggested, but also every
3 employer who comes to us wants a student who's had exposure
4 to Excel and maybe knows how to work a pivot table. And
5 that's just for whatever job they're doing because numbers
6 and the ability to understand what numbers mean is critical
7 at every stage of the employment ladder.

8 COMMISSIONER JOHANSON: Thanks, Mr. O'Brien.

9 I was wondering, do any of the union
10 representatives know of union programs that teach these
11 skills?

12 MR. KEY: Yeah. We have -- I know we do
13 scholarship programs and things like that. Like the AFL-CIO,
14 you know, we have all kind of scholarship programs. And like
15 I said, we have -- I know through the steelworkers, where you
16 can get your journeyman and master, whether it be through
17 pipefitting, welding, electrical, different things like that.
18 And we partner a lot of times, like, with the Institute for
19 Career Development and with other companies and we
20 incorporate an education program and it's mainly with ICD,
21 like, at U.S. Steel or Goodyear had it when they were there.

22 The people inside the plants come up with a
23 curriculum of things that they would like to learn, you know,
24 whether it be electrical classes or I've even taken
25 beekeeping. I used some of the tuition assistance when I

1 went and got my degree in electrical. So, I mean, we have
2 various different types of programs like that to help
3 encourage and to help financially get you through these
4 programs.

5 COMMISSIONER JOHANSON: Thanks, Mr. Key.
6 Mr. Pallesen?

7 MR. PALLESEN: Yes, thank you. We're affiliated
8 with -- Las Vegas, Nevada, and have a facility that's over 2
9 million square feet and they do focus on soft skills and
10 along with everything else, right, and it's very useful. And
11 then we partner with employers to identify, you know, ways to
12 -- skills you need to build the soft and hard skills.

13 COMMISSIONER JOHANSON: Thank you for your
14 response.

15 Would anyone else like to comment on this question?
16 Yes, Mr. Mottl? Is that your name -- correctly, I said
17 that's your name? Yes, thank you.

18 MR. MOTTL: Mottl. It sounds like bottle. Yes,
19 thank you. You know, we've seen the same thing with the soft
20 skills, and one way we've tried to address it at Atlas is
21 mentoring when we hire a new worker that we notice needs a
22 little extra help, things like planning their meals for the
23 week, right? They've never been used to making a healthy
24 meal that they can take to work and eat quickly and get back
25 to work. These kind of things, we talk about that with the

1 mentoring. So we've tried to partner people. But, yeah,
2 things like basic shop math, you know, this is simple
3 addition and subtraction. We have courses that we do that's
4 part of our on-boarding and part of our mentoring training.
5 And we're just not seeing much of that in the workforce, and
6 I don't know if it's a school issue or what, but we're having
7 to do more and more of that in terms of bringing basic
8 entry-level people on.

9 But, you know, we don't mind doing it. We're a
10 family business. We're a family. We're happy to help, but
11 it would be nice if people came a little bit more ready and
12 understood the importance of simply showing up on time.
13 That's 50 percent of what you need to keep your job, if not
14 maybe 80 percent in some cases.

15 COMMISSIONER JOHANSON: I would think that for
16 workers who have been in the military, that is not going to
17 be a problem. I assume that veterans are good employees for
18 that reason.

19 MR. MOTT: We love our veterans, yes, yes.

20 COMMISSIONER JOHANSON: For example, for simply
21 showing up on time, correct?

22 MR. MOTT: Showing up on time, following
23 instructions, listening, working with others. Our veterans
24 have been a great, great source of employment opportunity,
25 but it's not been enough to fill our needs. But, yes, it's

1 one of our favorite places to hire for those reasons.

2 COMMISSIONER JOHANSON: I want to bring -- one
3 reason I bring that up is because we do hear frequently how
4 difficult it is for veterans to integrate into different work
5 -- to find new employment once they leave the military, but I
6 would think they would be highly sought after for these
7 reasons.

8 MR. MOTT: It's been frustrating to me. I've
9 tried to work with some of these programs, and what's been a
10 little bit frustrating -- I know, you know, there's some
11 great, great things out there, transition programs, but, you
12 know, they can't provide me a list of what skills they have
13 and who has them, right? I understand there's
14 confidentiality, but I'd love to know who's got some welding
15 training, who's got some machining training, who's got these
16 and those skills. And even if they make it anonymous so I
17 don't know a name, but I would love to be able to say those
18 are the skills I'm interested in. But there's never been
19 that kind of transparency with the military programs that
20 I've worked with.

21 COMMISSIONER JOHANSON: We had a veteran
22 representative speak at one of these roundtables and he did
23 bring up some of the problems that they have finding work
24 once they get out of the military. So it would be great if
25 there's more interaction perhaps with businesses and with

1 veterans groups for this reason.

2 MR. MOTTLE: I agree.

3 COMMISSIONER JOHANSON: I'm going to add as well,
4 when we used to have live hearings at the International Trade
5 Commission, I remember speaking to one factory owner and he
6 actually put his plant close to a military base and he said
7 one reason he did that is he would assume the people who
8 would come out of the military wouldn't have drug problems,
9 so I just found that interesting. I guess that's my last
10 comment here. My thanks to all of you for appearing here
11 today.

12 VICE CHAIR STAYIN: Commissioner Schmidtlein?

13 COMMISSIONER SCHMIDTLEIN: Oh, thank you. You
14 know, I don't have any questions for you all. I just wanted
15 to thank you all for being here today. It's been a really
16 very interesting, robust discussion, so very much appreciate
17 it.

18 MR. SECRETARY: Mr. Vice Chair, Beatriz Ricartti
19 would like to comment if you don't mind.

20 VICE CHAIR STAYIN: Yes, please.

21 MS. RICARTTI: Yes, just one little comment. In
22 junior high, I used to go -- some of you work, but the very
23 first thing on the first weeks, we used to have vocational
24 training and wherever we had the highest score is where we
25 would remain for the rest of the years in junior high, and

1 that was very, very helpful. I don't know why they stopped
2 it, but it's something to think about because vocational
3 training is very important, like you said and mentioned it
4 before. College is not for everyone as far as being a doctor
5 or an engineer, but we could easily be a construction worker,
6 plumber, electrician, and that is something that is needed.
7 Thank you.

8 VICE CHAIR STAYIN: Commissioner Schmidtlein,
9 anything else?

10 COMMISSIONER SCHMIDTLEIN: Thank you. I don't have
11 any further questions.

12 VICE CHAIR STAYIN: Okay. All right. Thank you
13 all again for being here and for your excellent
14 participation, and we've learned a lot, and what we've
15 learned today will be helpful to us in our study. So thank
16 you all very much and wish you all the best.

17 (Whereupon, at 3:40 p.m., the roundtable in the
18 above-entitled matter adjourned.)

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on Underserved Communities

INVESTIGATION NO.: --

HEARING DATE: April 1, 2022

LOCATION: Washington, D.C.

NATURE OF HEARING: Roundtable Discussion

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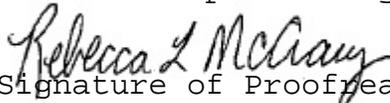
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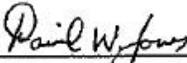
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