

THE UNITED STATES INTERNATIONAL TRADE COMMISSION

In the Matter of:)
)
DISTRIBUTIONAL EFFECTS:)
RACE/ETHNICITY ROUNDTABLE)

Tuesday,
March 1, 2022

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

The roundtable commenced, pursuant to notice, at
1:05 p.m., before the United States International Trade
Commission.

PARTICIPANTS:

USITC:

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

WILLIAM R. BISHOP, Supervisory Hearings and
Information Officer

External:

MICHAEL BASTON, Rockland Community College
JENNIFER DIAZ, Diaz Trade Law
JEFF FERRY, Coalition for a Prosperous America
JOY GATES BLACK, Delaware County Community College
DERICK G. HOLT, Wiley Rein
EPHRIN JENKINS, USW LU 1014, Gary IN
AMANDA MAYORAL, Coalition for a Prosperous America

PARTICIPANTS: (Cont'd)

External:

MIKE MITCHELL, Alliance for American Manufacturing
KEITH ODUME, USW Local 1277, Syracuse, NY
BILL PINK, Grand Rapids Community College
GABRIEL RODRIGUEZ, A Customs Brokerage
WILLIAM SPRIGGS, AFL-CIO and Howard University
TONI STANGER-MCLAUGHLIN, The Native American
Agriculture Fund
TODD TUCKER, Roosevelt Institute

P R O C E E D I N G S

(1:05 p.m.)

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3 COMMISSIONER SCHMIDTLEIN: Thank you. Thank you,
4 Bill. All right. Good afternoon, everyone. We are very
5 excited to welcome you to our first roundtable as a part of
6 the information gathering for the USITC study on the
7 distributional effects of trade and trade policy on U.S.
8 workers.

9 My name is Rhonda Schmidtlein, and I'm one of the
10 five currently sitting Commissioners at the United States
11 International Trade Commission. I am the moderator for
12 today's roundtable, so I thought I would tell you a little
13 bit about myself, and the purpose of this roundtable before
14 we get started with the discussion.

15 I have been a Commissioner at the ITC for almost
16 eight years. I was confirmed by the Senate in 2014 after
17 having been nominated by President Obama. Before coming to
18 the ITC, I had worked at different government agencies as a
19 trade lawyer, including the Office of the U.S. Trade
20 Representative, and the United States Department of Justice.

21 In terms of my personal background, although I've
22 been in Washington for a very long time, I grew up in a small
23 town of 3,000 people in rural Missouri. My parents are long
24 retired, but they still live there. My father was a pipe
25 fitter, and a heavy equipment operator, and worked on the

1 road in the oil and gas industry, and was a member of the
2 union for over 50 years.

3 I was the first person in my family to go to
4 college. I earned an accounting degree, and then I went to
5 law school. I thought I wanted to be a tax lawyer because
6 that seemed like job security, but my career took me in a
7 different, and what some may say, more interesting path. No
8 offense to any tax lawyers out there.

9 So, you might wonder how it is that I've been at
10 the ITC for so long. Well, the answer is that the ITC is
11 what is called an independent agency. Because of this, the
12 length of service for Commissioners is longer than what is
13 typical for political appointees.

14 The term for an ITC Commissioner is nine years, and
15 just to refresh everyone, being an independent agency means
16 that the ITC is technically not a part of the Biden/Harris
17 Administration, or any Administration for that matter. We do
18 assist the Administration, and Congress, when requested, like
19 in this study, but we have other responsibilities as well,
20 including, for example, deciding dumping cases, and
21 intellectual property cases. Our job is to be independent
22 and objective in everything we do.

23 So, back to why we're here today. Today's event is
24 one of seven roundtables at which we will collect input on
25 the potentially different effects of trade on U.S. workers as

1 a part of the study requested by the United States Trade
2 Representative. Each roundtable will focus on a different
3 category, including by skill, wage and salary level, gender,
4 race/ethnicity, age, and income level, especially as they
5 effect under-represented and under-served communities.

6 As you know, the focus of today's event is race and
7 ethnicity. At the conclusion of all the roundtables, we will
8 submit a written report to USTR summarizing the information
9 that we've gathered during the roundtables. This report will
10 be delivered in October of this year, and it will be publicly
11 available.

12 My role today is to ask questions, and manage the
13 flow of discussion so that everyone has a chance to speak.
14 Your role as a participant is to share experiences, opinions,
15 and information. We want this to be a wide-ranging
16 conversation, so you may hear something that you disagree
17 with. Just remember that there are no right or wrong
18 answers, and that we value all perspectives. What we want
19 are your candid thoughts.

20 So, before we get started, I have a few
21 housekeeping items in addition to the ones Bill just
22 mentioned. Our discussion today is scheduled to last for two
23 hours with a short break after the first hour. Having said
24 that, we may continue our discussion past 3:00 p.m. if our
25 conversation continues to be lively as we want to ensure that

1 everyone has an opportunity to be heard.

2 Of course, we realize that not everyone may be able
3 to stay past 3:00 p.m., so please don't feel obligated to do
4 so in the event we continue. Please be conscious of the fact
5 that this is a public meeting, which means that the meeting
6 is open to the public and the press. In fact, if we do have
7 media joining us today, please feel free to reach out to our
8 Public Affairs Department if you have any questions. The
9 contact information for Public Affairs is on the ITC website.

10 Also, the discussion today is being transcribed for
11 the record, and a link to that transcript will be included in
12 the final report to USITC. I'm sorry, to USTR. Therefore,
13 you should be careful not to share any information that you,
14 or any firm or organization with which you are affiliated may
15 view as confidential.

16 If you would like to respond to a question, as Bill
17 mentioned, please use the Webex raised hand feature, and I'll
18 recognize you. If that doesn't work for some reason, or if
19 you've done that and I don't see it for some reason, just
20 wave your real hand to get my attention.

21 If you are participating by phone, you may jump in
22 when you sense there is a pause, or if you want to let me
23 know that you want to speak so I can call on you, please
24 email Jen Powell, or Tamar Katchatorian, at the emails that
25 were provided in the booklet that was circulated, or you can

1 email us right now at DE, D as in dog, E as in Edward, at
2 USITC.gov, and they'll notify me that you'd like to speak.

3 As Bill mentioned, please remember that only
4 registered participants will be invited to speak during
5 today's discussion. If you are here today as a member of the
6 public observing, and you realize that you'd like to provide
7 some input, you can email us at the de@usitc.gov email
8 address, or you can register to participate in an upcoming
9 roundtable. We have six more, and we have another one on
10 race and ethnicity on March 10th.

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

16 Finally, I ask that my fellow Commissioners and ITC
17 staff hold any questions that they may have until the end of
18 the roundtable. At that time, I will invite the other
19 Commissioners and staff to pose any questions that they may
20 have.

21 Once again, I'd like to thank you all for being
22 here today, we very much appreciate it. I'm looking forward
23 to an enlightening discussion, so let's get started.

24 So, I know you received a packet with a list of
25 questions, and what I'd like to do is begin with the basic

1 general question that sort of combines some of those
2 questions, and that is has trade impacted workers in your
3 communities.

4 So, as I mentioned, this is really a combination of
5 questions three, four, and five that were previously
6 circulated. For purposes of this question, I'm using trade
7 to mean imports, exports, or foreign investment in your
8 communities, but if there are other trade policies that
9 you're aware of that are having an impact on workers, we'd
10 like to hear about those as well.

11 Examples of impact could be loss of employment,
12 employment opportunities, wages, working conditions, or
13 overall economic welfare as you can't specifically identify
14 what you think the impact is, but, you know there is one.

15 Furthermore, the impact could be direct or
16 indirect, so, for example, there may be direct effects of
17 competition with imports such as reduced hours at a plant, or
18 a plant closing.

19 The indirect effects of trade could include the
20 growth of unrelated businesses such as restaurants in your
21 communities because there are more employment opportunities
22 because of businesses exporting, or foreign investment, so
23 forth. We'd like to hear about all of that.

24 So, with that, I'd like to open the floor to that
25 basic question, and then we'll move on to talking about how

1 the impact may differ depending on the race and ethnicity of
2 the workers.

3 So, who would like to speak first? Is it a shy
4 group today? All right. I see somebody's hand. Mr.
5 Mitchell.

6 MR. MITCHELL: Yes, my name is Michael Mitchell,
7 and it had -- it did affect the area which I live in, which
8 is Gary, Indiana. I hired into U.S. Steel through the -- it
9 was under a 75 -- under this consent decree (phonetic).
10 There was at the local that I was at 18,000 people at that
11 local. Through bad trade deals, technology, I saw that
12 number drop to when I retired in 2006 to 2,300, in there.

13 The number of people living in Gary, Indiana at the
14 time that I started working at U.S. Steel in '75 was
15 somewhere around 160,000. That number is less than 60,000
16 now. Businesses started to leave. As those businesses
17 started to -- left up out of there, it left less
18 opportunities, but individuals who were not working at U.S.
19 Steel, or who had been laid off from U.S. Steel, to find a
20 good paying job to support their family.

21 I was one of this individuals who got laid off in
22 1979, and did not work a full year at U.S. Steel until 1989.

23 I had to work a job that paid minimum wage to support a
24 family of five, which took every cent that I had to put food
25 on the table.

1 The community lost its tax base. Businesses
2 started to leave, which left that city with fewer tax dollars
3 in order to provide services that that community needed.
4 Grocery stores, hospitals, education, all of those things
5 were effected through bad trade deals in there, and it was
6 difficult to get out of that vicious cycle because there were
7 no opportunities left for that community to do anything with
8 less manufacturing in there.

9 COMMISSIONER SCHMIDTLEIN: All right. Thank you so
10 much. We have a couple more hands. Dr. Spriggs, I know your
11 hand came up next, and then I think, Mr. Holt, I know your
12 hand is up as well, and I see Mr. Jenkins. So, Dr. Spriggs.

13 DR. SPRIGGS: Thank you. I want to speak to what
14 Michael just said, which is to share the research that I did
15 with my students. What he mentioned was not isolated to his
16 community. So, our research in particular focused on looking
17 at the pattern across work commute zones, and comparing those
18 work commute zones that were more or less exposed to trade
19 from China.

20 So, we're isolating elements that some people may
21 think were caused by technological routines. We're talking
22 about trade. And we're talking about what happened in the
23 short period of time in this century, the 21st Century. So,
24 what I'm talking about now is not the effect of technology,
25 but the effect of trade in a particular -- in this century

1 the massive amount of imports that came from China.

2 What we found exactly, as Michael said, was within
3 a commute zone there was immediate loss from jobs where those
4 workers that were most exposed who made the products that
5 most aligned with the imports from China.

6 More importantly to this point, while black and
7 white workers suffered from that, the problems were black
8 workers became -- because there were fewer high wage jobs,
9 the competition for the next best job became intensified,
10 and, so, what happened is that black workers now competing
11 for the next best job find themselves out.

12 So, there was a disproportionate loss of jobs for
13 black workers because of this secondary effect, exactly what
14 he just said, but because there were fewer good jobs, then
15 within the commute zone it becomes a zero sum game of who
16 will get the next best job, and in that process, black
17 workers lose out. This is a set of institutional structures.

18 This is not the effect of differences in education, or
19 experience.

20 What also happened to black workers was part of the
21 success of white workers when they got displaced was a better
22 ability to land union jobs in the next best sector. What was
23 missing for black workers was the ability to maintain their
24 union membership, and as a result, and Michael was talking
25 from having been in a steel plant where he would have been a

1 member of the United Steel Workers, where he would have had a
2 pension, and where he would have had health insurance. As a
3 result, black workers lost out of those jobs that provide
4 pension and health benefits. So, there's a cascading result.

5 So, there's the first order, the community loses
6 its best high wage jobs, it sets in motion a competition for
7 fewer of the next best set of jobs, and there are limits to
8 which you can squeeze everyone in, and in that zero sum game
9 black workers rebound is disproportionately lost. That's the
10 effect of the trade agreements we have done.

11 The friction that is missing in most models,
12 economists in the past have done trade evaluations, assumed
13 that workers just magically move from place to place, and
14 that just is not the real world, and we don't redistribute
15 those good jobs, so the workers who are left behind, exactly
16 like Michael said, not just in his instance, but what we
17 found as a pattern was that workers have fewer good job
18 opportunities, and that hurts black workers in particular.

19 COMMISSIONER SCHMIDTLEIN: All right. Thank you so
20 much for that. I want to let everyone speak, and then maybe
21 we'll ask some follow-up questions on this.

22 Mr. Holt, I think you were next with your hand up,
23 I believe, and I know there are a lot of hands. I've got a
24 list here, so we'll get to everyone.

25 MR. HOLT: Thank you. Thank you. So, I just

1 wanted to start off. My name is Derick Holt. I'm from Wiley
2 Rein.

3 So, when I look at trade, it's supposed to be a
4 two-way street. You're supposed to sell some goods to me,
5 and I'm going to sell some goods to you. But black people
6 have been systemically and disproportionately affected on
7 both sides of the equation.

8 On the import side, which you heard from Michael
9 and Dr. Spriggs, you know, traditionally trade policy that
10 deals in favoring corporate globalization, and job offspring,
11 has disproportionately impacted black and Latino workers.

12 Research from a 2021 report published by a public
13 assistance global trade watch demonstrates that black and
14 Latino workers were disproportionately represented in nine
15 out of the ten manufacturing industries that have been hit
16 hardest by import competition since NAFTA and the WTO went
17 into effect.

18 These industries include several that the
19 Commission is already familiar with, some that we represent
20 here at Wiley, such as fabricating metals, primary metals,
21 furniture, plastic, rubber, chemicals, transportation
22 equipment, paper manufacturing, the beverage industry. You
23 know, in the last 25 years black people have lost 494,000
24 manufacturing jobs based on employment data from the Labor
25 Department.

1 So, the promises of NAFTA and the WTO, which
2 included more jobs, the rising wages did not materialize for
3 black and brown people. And there's a lot of data, and
4 there's more testimony during the roundtables on this issue,
5 so I'm not going to expound on it. I assume that some other
6 people will do so.

7 So, what I really wanted to talk about today is the
8 export side of the situation, or the equation where black
9 people have been disproportionately left out of the benefits
10 of trade.

11 The Census collects data on companies with exports
12 through its annual business survey for which 2018 has the
13 most recent data. The data shows that exports comprise a
14 near 0.65 percent of total receipts from black-owned
15 businesses. In comparison, the data shows that all other
16 companies export at a rate five times greater than black-
17 owned businesses.

18 Whether exporting goods could have big enough
19 opportunities for black people, the data shows that black
20 people are not participating, or benefitting, at equitable
21 rates compared to all other companies.

22 And I'll note that 0.65 percent bigger than I just
23 mentioned includes both goods and services. If we were just
24 to include manufactured goods, the figure would be much less.

25 In fact, in 2018 just 1.1 percent of black businesses were

1 in the manufacturing industry according to U.S. Census Bureau
2 small business survey people.

3 I would posit that it's terribly difficult to
4 export goods when you're not manufacturing them at home. So
5 if you look at both the imports and exports, they both
6 negatively impacted black workers in America. I think they
7 go hand-in-hand, and I'll -- I have other comments, but I'll
8 let other people talk since I know there's a good team of 20
9 participants that's supposed to talk today.

10 COMMISSIONER SCHMIDTLEIN: All right. Thank you
11 for that. Mr. Jenkins.

12 MR. JENKINS: How are you all doing? My name is
13 Ephrin Jenkins. You can just call me E.J. Jenkins. And I'm
14 going to piggyback a little bit about what Mike said earlier.

15 I'm from Gary, Indiana also. So, I feel like
16 hearing the stories of manufacturing in the 70's, and the
17 60's, and all of that, and look at the condition of our city
18 now, even looking at the condition of northwest Indiana when
19 it comes to manufacturing, and then look at the communities
20 of black and brown people, you will see like, you know, the
21 bad (phonetic) managers when it comes to us.

22 So, it's like a lot of jobs have left. I mean,
23 they have left, and when they close down, like the Army
24 Practices, when it comes to other people in our community,
25 half the trade has been impacted. These certain facilities,

1 or plants, whatever, the hiring practices is just not likely
2 to benefit workers of color, does not benefit black or brown
3 people because we're almost at the bottom of the totem pole
4 when it comes to being hired in a lot of these facilities,
5 especially coming from Gary, Indiana, a predominantly black
6 city. When you have a mill that's in a predominantly black
7 city that wasn't resembling the work force of us, I mean, it
8 wasn't resembling the residents within that city within the
9 work force.

10 So, I'm saying that because like when we talk about
11 trade, we talk about stuff like this, and we talk about
12 manufacturing when it comes to its cities, I don't think we
13 really like looking down at some of the root problems that
14 actually happen.

15 So, it's like the brother just said about pretty
16 much the affects (phonetic) about investing within black
17 people within their own businesses, and all that, but at the
18 same time that's actually true. When we get plants in here -
19 - we have one company that came into Gary, Indiana, and it
20 was probably the first one I've seen in my years that
21 actually, I think, they hired 65 percent of the city, was
22 supposed to be an agreement, would be that work force.

23 So, that actually was something that came into the
24 city, and it probably will benefit from trade because of a
25 lot of the things happening right now within the

1 infrastructure, and all that, it's actually benefitting the
2 City of Gary.

3 Now, that's only one plant. We have to look at the
4 whole picture. Look how many that are not doing that. I
5 would -- also, that's like -- that are not doing that.

6 Like I say, you know, I think when we get back to
7 benefit black folks when it comes to plants that deal with
8 things such as trade, all that, I think we really got to look
9 at the hiring practices to see how we can benefit them that
10 actually have the benefits of being in the union, the
11 benefits of having pensions, the benefits of having medical
12 benefits, and benefits of having a livable wage. Those are
13 benefits of good trade agreements, but those good benefits,
14 or good trade agreements need to be benefits to black folks
15 that's actually living in these communities that these plants
16 are placed in.

17 COMMISSIONER SCHMIDTLEIN: All right. Thank you.
18 Mr. Pink, I believe you were next.

19 MR. PINK: Yes. Good afternoon. I have actually
20 listened to everyone. I'd actually turned mine off because I
21 was really curious to listen to my colleagues' on here
22 interesting discussion.

23 Bill Pink, President, Grand Rapids Community
24 College in Grand Rapids, Michigan, the westside of Michigan,
25 and as I was listening to your -- to the question, and also

1 listening to the dialogue, it's really interesting really
2 from a community college perspective, and from a community
3 college that sits on the westside of Michigan where
4 manufacturing is very alive when it comes to second and third
5 tier automotive, as well as we're known for our furniture
6 production over here with major furniture production, and
7 what goes on there.

8 My only comment that I had was looking at, and
9 listening to this, from a trade perspective, and what we're
10 seeing here in west Michigan is this is what I would call a
11 resurgence of our manufacturers here locally on the westside
12 having more and more focus when it comes to wanting to hire,
13 and get in more people of color, more black and brown
14 individuals into their work forces, as well as going as far
15 as to really stand up within companies more focused on
16 diversity, equity, inclusion within their company not only in
17 recruiting more individuals black and brown people into their
18 company, but what do we do with how we sustain those black
19 and brown individuals who are already in our companies.

20 And, so, we're seeing some of those conversations
21 when it comes to the trade piece in this regard. A lot of
22 that question here obviously that I think everyone across the
23 country is dealing with in the last two years is
24 distinguishing what are these factors that are causing in the
25 midst of a pandemic, how much of that, and the great

1 resignation, is causing some of our black and brown
2 communities to either walk away, or be left out of some of
3 these opportunities.

4 And we're really wanting as a region, aside from
5 being president of the college, I'm also serving on our
6 economic development offices here in west Michigan, as well
7 as at the state level, and from an economic development
8 perspective, and keeping an eye on trade, and what that looks
9 like here. The focus of ours on an economic development
10 perspective is how you keep the companies here that are here,
11 and how at the same time you continue to attract those from
12 other parts of the country, but also other parts of the world
13 because many of our manufacturers, especially here in west
14 Michigan, have a global footprint.

15 And, so, for us, that's a huge focus not just as a
16 region, but as a state in keeping those companies here, and
17 figuring out, making sure we're doing the right things
18 because some of the best recruitment is your retention. And
19 if you can keep the folks in that that you have in terms of
20 these organizations and companies, in the trade, and the work
21 in commerce that they perform, we're good, and we're better
22 off as a region in that retention.

23 COMMISSIONER SCHMIDTLEIN: Yeah, I hear that, and
24 we're going to come to that more specifically in just a
25 little bit, and follow-up on that in terms of what can be

1 done with education, training, and helping with retention.

2 But, Mr. Odume, can we hear from you? I know you
3 don't have a lot of time, so we definitely want to hear your
4 thoughts.

5 MR. ODUME: It's Odume.

6 COMMISSIONER SCHMIDTLEIN: Oh, Odume. Ah-hah, you
7 know, I thought it was Odume, and everyone told me no, so --

8 MR. ODUME: My name is Keith Odume, Local 1277,
9 United Steelworkers. I live in Syracuse, New York.

10 Yes, I agree that I would just say bad trade bills
11 decimated this city. This city of Syracuse was a
12 manufacturing hub. Most of your -- at least a lot of my
13 family members, I'm quite sure people can attest that their
14 family members as well, come from the south for better jobs.
15 So, they came to specifically the Syracuse area.

16 They had Carrier, Kraft Heinz, Crucible Specialty
17 Metals, which I work for now. Ford, Chrysler, they had multi
18 plenty of jobs where you pretty much could quit one job and
19 go to another job and make a living. So, you could pretty
20 much quit one job and make a living.

21 Communities were built. If you had one of these
22 jobs, you had a sense of pride. This was from, at least that
23 I remember, from the early 80's all the way up into the mid
24 90's. Whole communities, I think it was the tenth ward on
25 the Syracuse south side they had -- they were flourishing

1 with their own grocery stores, and stuff like that. Economic
2 development came through with the Plaza 81. It was just very
3 vibrant. That isn't anymore.

4 All of those jobs that I just mentioned left, and I
5 can bet it was because of trade bills that didn't benefit
6 those specific companies.

7 I've seen, at least in my community, where it
8 affected families, and the crime rate has skyrocketed, and
9 there hasn't been any solutions, so when the crime rate,
10 kids, poverty levels, that's all been taken away.

11 Now the push is go green, technology, but at the
12 same token, you know, who do those jobs benefit. So, now you
13 have flourishing factory of retail jobs, and jobs that really
14 -- you can't make a decent living, and stuff like that.

15 So, to make a long story short, yes, I've seen the
16 decimation, the critical element of bad trade bills in my
17 area specifically where people are suffering and can't
18 provide for their families. So, I just wanted to touch base
19 on that. I won't take up too much time because I'm quite
20 sure I can -- there's going to be a lot of things that I
21 could chime in on.

22 COMMISSIONER SCHMIDTLEIN: Well, I know you have
23 limited time with us today, so, do you want -- you know, do
24 you have any thoughts on what would be some solutions to
25 this? Can this be -- you know, can it be reversed some of

1 the injury that you've seen?

2 MR. ODUME: Solutions, first of all, I really think
3 one of the solutions would be go to the people and get them
4 involved. You have a lot of people making decisions that
5 don't even know -- they don't pretty much live in the
6 community, and the ones that live in the community,
7 unfortunately, respectfully, in my opinion, I just think that
8 it started off a good element, but, unfortunately, people
9 tend to have their own selfishness, and it doesn't really
10 genuinely trickle back down to the people that need it.

11 I honestly feel that you really have to get the
12 people that went through those past experiences, and have a
13 conversation with them. It can't be -- it cannot be just the
14 individuals making the top decisions that really don't
15 understand the need of the people in education, and things of
16 that nature.

17 For instance, I'll just -- they have a community,
18 some type of technology infrastructure going down in the
19 community of south side Syracuse. There's a building hub,
20 they're building computer chips, and put up a new building,
21 and it's supposed to generate 500 jobs, good paying jobs,
22 training and everything, right smack in the heart of the
23 inner city.

24 The problem is if you did a survey, just a survey
25 and asked people that live in that community, they wouldn't

1 even know that existed. They don't know that it exists, they
2 don't know if it -- when it -- who to go to, who to network,
3 is there some training. None of that is being translated.

4 So, you have outside people that will take those
5 jobs, and these jobs, this building, is right in the smack
6 dab of south side Syracuse. And how do I know this? Because
7 I've had conversations with people that live in these
8 neighborhoods, including -- and I live in the neighborhood,
9 and for the likes, I just don't understand why wouldn't these
10 people know about these jobs, and the training, and stuff
11 like that.

12 And then you have these roundtable discussions with
13 people that don't look black, you know what I'm saying,
14 respectfully?

15 So, I just think that it has to start with genuine
16 conversations with people that is affected by the economic
17 disproportionateness. That's where it starts. You have to
18 get everybody involved.

19 COMMISSIONER SCHMIDTLEIN: Right, I appreciate
20 that. All right, I know we have a lot of people who want to
21 talk, so let me go to Mr. Rodriguez, I saw your hand next,
22 and I see a lot of hands -- we have Mr. Tucker, Ms. Mayoral,
23 Mr. Baston, Mr. Ferry, Ms. Diaz, and Mr. Mitchell, I see your
24 hand again. So, Mr. Rodriguez?

25 MR. RODRIGUEZ: Thank you, Commissioner. My name's

1 Gabriel Rodriguez. I'm with a company called A Customs
2 Brokerage. I'm a Customer Broker here in South Florida, in
3 Miami specifically. For our state, you know, trade and
4 tourism is key. It's number one to our economy.

5 Specifically, here in South Florida, one out of
6 every four jobs is related to trade specifically, and a
7 larger amount to tourism. For us, the increase in trade has
8 been beneficial. We've been able to provide for new
9 opportunities for new jobs, been able to hire more people,
10 specifically in the last couple years.

11 It's been difficult to find the talent to be able
12 to bring into the organization, not only my company but many
13 that we deal with. You know, in some cases, even foreign
14 companies come in and establish themselves here and create
15 those new opportunities for new jobs here in South Florida.

16 Case-in-point, you know, our state's under five
17 percent in unemployment right now, and it's because we've
18 been able to benefit from the trade that has occurred. So,
19 Florida specifically is one of the few, if not, I think, the
20 only in the entire United States that has pretty much an
21 equal balance of trade. We've got equal amounts of imports
22 and exports.

23 And so, for us, not all the trade deals are
24 perfect, but within there being trade deals, it does provide
25 for that increase in movement of cargo in and out of the

1 United States and provides for us that opportunity to provide
2 further employment.

3 And taking it down to race and ethnicity question,
4 South Florida is a hub of many different cultures, and, you
5 know, when I was asked the question before, I actually sat
6 back and counted. 94 percent of my company is of a minority
7 race. And so, you know, the fact that there is trade
8 available down here in South Florida has benefitted us in
9 that aspect. So, thank you.

10 COMMISSIONER SCHMIDTLEIN: Okay, thank you. Do you
11 have any -- I know that you have a big client base probably,
12 right? Can you give us some ideas of, like, what types of
13 jobs have you seen opportunities because of, you know, trade,
14 trade deals?

15 MR. RODRIGUEZ: So, the specific buzzwords in the
16 news these days "supply chain", right? So, you know, I think
17 there's been a lot of push on the American consumer to buy
18 cheaper, to buy more variety of products and whatnot.

19 And, you know, we manufacture some of that here in
20 the United States, but a lot of it we don't, and so the
21 American consumer looking to buy cheaper products basically
22 forces us to go overseas. Also, with the convergence of so
23 many different, you know, races and cultures that we are, you
24 know, here in the United States, people bring their own, you
25 know, products from home, you know, and that creates other

1 opportunities within this country.

2 So, you know, what we've seen is a myriad of
3 different job opportunities, and some of it is very
4 traditional, you know, accounting jobs and legal jobs and
5 stuff like that, and some of it is specifically, you know,
6 trade-related. It may be a Purchasing Manager, it may be a
7 Warehouse Manager, it may be a Forklift Operator, it may be,
8 you know, somebody that's doing loading and unloading in the
9 warehouse.

10 So, there's a wide variety of jobs that are
11 available, you know, that, again, we're trying to fill here
12 in South Florida and throughout the state, as well, you know,
13 throughout the state of Florida for a lot of different, you
14 know, trade-related jobs.

15 COMMISSIONER SCHMIDTLEIN: Okay, thank you very
16 much. Mr. Tucker, I had you next on my list.

17 MR. TUCKER: Hi, yeah thank you so much, and thanks
18 to the Commission for putting together this really important
19 study and series of roundtables. I'm D.C.-based but from the
20 Midwest, so nice to hear so many other fellow Midwesterners
21 on the call today.

22 I'd like to just kind of make a recommendation on
23 how the ITC could think about this research, which is to take
24 a broad view of distribution and really sort of think of it,
25 you know, not only in racial terms, also in class terms, and

1 I think that that will help inform also the racial inequity
2 analysis part of it as well.

3 And, you know, economists often like to study
4 causation and establish causation, but I think there's a
5 really important public service the Commission can do, just
6 by presenting descriptive statistics on a few key variables
7 of interest, which is, you know, namely, how have changes in
8 trade policy over time led to changes in the observed
9 incidence of manufacturing jobs, of unionized jobs, and of
10 unionized manufacturing jobs, and then breaking that apart by
11 race.

12 We know, from an increasing body of literature,
13 that union membership is associated with wage and income
14 premiums. There's even more recent research that shows that
15 union membership is associated with a decline in the racial
16 wealth gap between white and black workers.

17 And I'll submit to the Commission, sort of, a
18 review that I've done some of this social science work, and
19 hopefully it can be useful for you as you put together your
20 report.

21 But there's a lot of really interesting work, sort
22 of, showing how those changes in union membership have
23 affected inequality overall and racial inequality
24 specifically.

25 And, you know, that's not surprising, because

1 obviously trade -- and we've been hearing the stories today
2 -- for any given region, it leads to, you know, a change from
3 one type of economy with a certain type of bargaining power
4 between the different workers and employers there to a
5 different kind of economy with a different type of bargaining
6 power

7 And, you know, we know that, for instance, the
8 ability to off-shore jobs leads employers to be increasingly
9 aggressive in opposing a union-organizing drive. So, there's
10 a lot of ways that trade policy connects to the incidents of
11 how many workers get access to a union job.

12 So, I would encourage you to, again, sort of
13 present some of those descriptive statistics, and I think
14 it's also a useful counter-factual to sort of look at some of
15 the data that Dr. Spriggs and his co-authors have pulled
16 together for their recent study which details, you know, what
17 were some of the years where there were key variables of
18 interest?

19 You know, percentage of black workers in
20 manufacturing, percentage of black workers with access to a
21 manufacturing union job. Look at some of those historically
22 when those peaks happen, and then do the counterfactual of,
23 had those peaks continued up until today, you know, what
24 might have been the impact of a lower racial wealth gap on
25 greater equality, you know, from the 1970s or from the 1990s

1 to today.

2 And I think that can be just a very useful input to
3 the public debate, so that we can have a sense of the
4 magnitude of either the gains or losses that we're talking
5 about over time. So, again, thanks for putting this
6 together. I look forward to participating later on in some
7 of the further questions as well, if we have time. Thank
8 you.

9 COMMISSIONER SCHMIDTLEIN: Right, and I appreciate
10 that. And of course, like, the Staff would welcome you to
11 provide that sort of specific input to them, Todd, so if you
12 haven't been in contact with Jen Powell or Tamar Katchatorian
13 or, you know, the academic symposiums coming up, like, I
14 would encourage you to be in contact with them directly, or
15 they'll reach out to you, too. All right, thank you. Okay,
16 I had Ms. Mayoral next?

17 MS. MAYORAL: Hello, and thank you for having me.
18 My name is Amanda Mayoral. I'm an economist at the Coalition
19 for a Prosperous America. I wanted to say thank you to Mr.
20 Odume and Mitchell in particular for their comments, and I
21 agree with what they said and the sentiments of their
22 comments.

23 And I think at the heart of the issue that we're
24 dealing with today is because the trade agreements we've made
25 over the past few decades have not been made with the real

1 and long-term effects that they have on workers in mind, let
2 alone the distributional effects of different types of
3 workers.

4 And I think a big issue surrounding all of the
5 things that come up today is that we have to normalize this
6 type of thinking, the real effects it has on workers going
7 forward to improve the situation. So, just that comment, but
8 in addition, I want to talk a little bit about research that
9 we have done at the coalition.

10 You may have heard of this, but we've recently
11 published a report on the job quality index, which we do
12 every month, but we did a special one last year for the first
13 time, which we're going to continue, on the effect of job
14 quality by different types of ethnic groups -- Black,
15 Hispanic, and Asian.

16 So, our job quality index is a measure of job
17 quality which is based on individuals' weekly income. So,
18 each month we take the income of America's 100-million
19 production and non-supervisory workers, and then we split
20 them up based on whether those workers earn more or less than
21 an average wage, and that allows us to count how many
22 low-quality or high-quality jobs there are.

23 Right now, for the entire workforce, the American
24 non-supervisory workforce shows that job quality declined
25 steadily since 1990, starting with a level of 93, and it's

1 now about 81 today. So, this means that just about over half
2 of all jobs are low-quality jobs.

3 And this is because we've replaced the number of
4 jobs, substituting high ones for low-quality ones over time.

5 And I think a big point that we want to make is that it's
6 not just the number of jobs that matter with trade deals, but
7 the quality of them, and that's what this measure gets at.

8 So, when we did sort upon different ethnic groups,
9 we found that the worst affected, in terms of job quality
10 over the past several years, has been Black Americans. The
11 job quality index, JQI we call it, for Black Americans is 39,
12 which is 42 points below that of all the average worker in
13 the United States.

14 Another way of saying this is that 72 percent of
15 Black American workers are occupying low-quality jobs, which
16 is a lot more than the average amongst all workers, which is
17 55 percent. It's a serious situation because Black Americans
18 only make up 13 percent of the total workforce, and yet they
19 have 17 percent of all low-quality jobs and only eight
20 percent of the high-quality ones.

21 So, relative to the size of the Black workforce,
22 they are getting a disproportionate share of low-quality ones
23 and not their fair share of high-quality ones. So, to
24 understand why this is, you can see that the job composition
25 in the U.S. has changed a lot, especially since 1990, which

1 is the date that our study began.

2 But as others have said on this call, these effects
3 have been going on longer than that. Since then, we've lost
4 4 million non-supervisory manufacturing jobs and gained more
5 in service jobs. You guys have read the ITC report last year
6 that they saw trade agreements led to an increase in service
7 jobs and a fall in manufacturing jobs.

8 So, this is an overall trend. We're substituting
9 for manufacturing into services, and the manufacturing jobs
10 we're gaining tend to be low-quality ones. So, the data we
11 found on the dim effects of these trade policies on different
12 ethnic groups is consistent with what we see in other
13 economic indicators.

14 If you consider, you know, Black Americans have
15 less school with lower educational qualifications than other
16 types of ethnic groups. According to the census, 35 percent
17 of White Americans have a four-year college degree or better.

18 Only 21 percent of Blacks have that level of
19 education, which is less, which, you know, is similar to the
20 magnitude of the size that we're seeing in the quality of
21 jobs that Black Americans are able to get.

22 In our opinion, the decline in the manufacturing
23 sector has greatly damaged the chances of
24 non-college-degree-holding Americans -- so, this is also
25 important for this reason -- so, specifically Black Americans

1 who as a population have less of a college degree.

2 So, it's depriving them of these opportunities, and
3 then we don't have the manufacturing sector that would
4 provide jobs that don't require these more educated degrees
5 with. So, we think it's a very important issue. We plan to
6 continue working on it, and thank you for the opportunity to
7 speak with you today.

8 COMMISSIONER SCHMIDTLEIN: Thank you very much for
9 that information and perspective. All right, the next one on
10 my list, I had Mr. Baston from Rockland Community College.

11 MR. BASTON: Certainly good to be with everyone
12 today, and I have thoroughly enjoyed the comments of all of
13 my new colleagues and friends on this conversation. One of
14 the things that concerned me -- I'm from New York, about 25
15 miles from New York City -- one of the things that concerns
16 me is that there's very little in the conversation about the
17 participation of people of color within the trade context.

18 And so, if you don't have access to participation,
19 you don't get into these kinds of roundtable discussions. If
20 you are not at the table -- oftentimes we hear, if you're not
21 at the table, sometimes you're on the menu -- and what
22 happens for black and brown people is that if we're not
23 actually given access -- look at so many black and brown
24 millennials who are going into work for themselves.

25 So, they are actually in the gig economy. They are

1 working, sort of, a lot of these kinds of jobs, but some of
2 them are creative. So, they're using Etsy to get their wares
3 out. To what extent are we as a country very intentional
4 about supporting the development of those black and brown
5 folks who want to build businesses and have a seat at the
6 larger trade table conversations?

7 So, we're having a lot of conversations about, you
8 know, what we do for workers, and that is very important.
9 But also, we've got a whole lot of entrepreneurs and folks
10 with an entrepreneurial spirit that are not brought into this
11 conversation, that they don't have the clarity of pathways to
12 be in any kind of trade with anybody else, except through
13 these more localized mediums.

14 So, I think we've got to be very intentional about
15 understanding how people are going to be brought to the table
16 to participate. How are they going to be able to be engaged
17 so that they can actually see the impact of the creativity
18 and work of those black and brown people, that they can be
19 trade partners with others?

20 COMMISSIONER SCHMIDTLEIN: Good point, how do you
21 make people aware of the opportunities. All right, Mr.
22 Ferry, I had you on my list next.

23 MR. FERRY: Thank you, Commissioner. I'd like to
24 thank the Commission for organizing this very important study
25 and survey. And we've heard some very interesting things

1 from various folks, including our colleagues in the steel
2 industry, and I want to just speak a little more generally
3 about the underlying economics here.

4 My 40 years of studying economics have convinced me
5 that a fundamental fact of our economy and every economy in
6 the world is that industries matter. Certain industries pay
7 more and offer more opportunity than others. The
8 manufacturing sector includes industries that do that. They
9 pay more, they make more profit, they invest more, and they
10 offer better jobs to everybody.

11 Derick mentioned some of those industries -- metal,
12 steel, transportation, textiles, and so on. What our import
13 strategy has done for the last 50 years has said to the rest
14 of the world, "We are a country with high wages and lots of
15 opportunity. Why don't you guys take shots at us and try to
16 overthrow our successful industries and sell cheap imports
17 here, and our people will move to low-productivity
18 industries?"

19 And they've been successful at that, and we've
20 allowed them to do it under the banner of "free trade", and
21 what that's done to black and brown people is, quite simply,
22 horrific, because some of the best opportunities for black
23 and brown people have been in these manufacturing industries.

24 Manufacturing offers a pathway to prosperity to a
25 man or a woman who has only a high school degree. And the

1 best example, if you know your history, around 1921, Henry
2 Ford broke with tradition in Detroit, which said only white
3 people work in the automotive industry, and he said, "My
4 company is growing too fast. I need black employees here."

5 And he went down the Mississippi River to
6 Mississippi and Alabama, and he recruited black people.
7 Detroit was shocked, and it was the best opportunity for
8 those black people and their children and their grandchildren
9 at any time in history.

10 And we've seen other things with other industries.
11 And when we allow these industries to decline, black and
12 brown people lose out because these are industries that offer
13 opportunities to people who don't have a graduate or a
14 post-graduate degree.

15 And as others have said, black and brown people,
16 minorities, are over-represented in those groups that have
17 lesser education. So, we need to focus on this. There are
18 other countries, like Germany, that have twice as much
19 manufacturing within their economy as the U.S. does, and that
20 has created more opportunities for minorities.

21 I don't want to overstay. I'll wrap-up, but I
22 think my point, Commissioner, is that this fundamental view
23 that some industries matter more than others, some industries
24 provide more opportunity than others. Steel, by the way, as
25 Keith mentioned, is a prime example of a high-paying industry

1 that offers great opportunities. Our steel industry's
2 actually growing since we levied some tariffs, and I think
3 the models you use, Commissioner, do not allow for these
4 differentials.

5 You know, as others have said, the city of Syracuse
6 was damaged. That does not show up in your economic model.
7 So, I think these are important economic fundamentals that
8 the ITC needs to recognize. Thank you very much for the
9 opportunity.

10 COMMISSIONER SCHMIDTLEIN: Yeah, I appreciate that.
11 I think that was part of the impetus for the request from
12 USTR, right, for us to develop some new research approaches.

13 MR. FERRY: Well we want to help.

14 COMMISSIONER SCHMIDTLEIN: Oh, great. All right,
15 so Ms. Diaz, I saw your hand up? Thank you.

16 MS. DIAZ: Thank you so much for having me. It's a
17 pleasure to be here. My company itself is Diaz Trade Law,
18 I'm the President of it, and I have previous been a President
19 of the Organization of Women in International Trade
20 international group which has 25 chapters across the globe,
21 and we care about fostering international trade for women and
22 education as a leading force within that.

23 I'm quite active in the local South Florida
24 community, and as Gabriel said, our job market here is on
25 fire. So, if anyone outside of South Florida is seeking

1 employment, please come because we want you and need you.
2 And locally, if you go on an Indeed search and do a search in
3 relation to "international trade", there are 1292 jobs, like,
4 right around here, and that's just from international trade,
5 not even a specialty, not even discussing what it is.

6 Between the UPSs and FedEx's and any major company
7 within, there are so many job openings that we are seeing.
8 Personally, I'm working closely with universities locally in
9 South Florida via my involvement in a trade and logistics
10 committee with the Beacon (phonetic) council, which is
11 public-private sector partnerships, trying to get the local
12 community colleges, as well as other universities, onboard to
13 ensure that the education and training that is received by
14 these students is working to get them employment locally as
15 well, because we want our students to stay locally, as anyone
16 should.

17 So, we're also similarly working with
18 municipalities and cities that want to talk to us about, for
19 example, poverty in different counties, in different cities,
20 and we're seeing specific issues in some cities where it
21 really leads to vocational training, and the lack of it and
22 the lack of infrastructure within those cities to get the
23 training to get access to all of the knowledge that they need
24 and the jobs that they need.

25 So, similarly, I've led a trade mission in Kenya a

1 few years ago, and we were able to do a lot of education and
2 training for women that want to export from Kenya and/or
3 women that want to import within, you know, items from --
4 like, for example, utilizing the GOA free trade agreement.

5 And what's interesting is the use of GOA, for
6 example, is a good metric. We only have stats from 2019 that
7 I'm able to see on USTR, but totaled 8.4 billion in 2019, and
8 it was up, thankfully, from previous years. And it's not
9 just oil, which is great, and that's what we want to see. We
10 want to see trade.

11 And to me, one of the main issues that we saw
12 during that trade mission was the lack of education and
13 knowledge, and I think that's one of the big factors that I
14 see in my work on a day-to-day basis with importers, is it's
15 quite easy to start a business in the United States. It's
16 not a difficult process to do so.

17 In Florida, you register a company on SomeBiz
18 (phonetic), and you're in business, and you register with the
19 IRS, and you're good. And then you tell U.S. customs that
20 you want to import, you get a customs bond, and voila, you're
21 an importer.

22 And although that may be a simplified process,
23 there is so much liability and legal responsibility that
24 comes with that. So, my perspective on trade is that I'm
25 very pro with the free trade agreements, and I think there

1 are access to a whole lot of jobs that come from that to, in
2 my market and things that I've looked at, researched, are the
3 women within that market.

4 And I'm able to see the advancements of women
5 within the international trade route. Exporters employ more
6 women. In developing countries, women make up 33 percent of
7 the workforce of exporting firms, and trade jobs create
8 better jobs and opportunities for women. So, women of every
9 color and race and ethnicity, and women are likely to employ
10 more women as well, as my firm does. And I mean, as Gabriel
11 said, in South Florida, my firm and his firm and many other
12 firms have many employment opportunities.

13 But from what I'm seeing on the customs perspective
14 is the implementation of the free trade agreements. My
15 personal request is that it be simplified. It's so difficult
16 to understand a free trade agreement with any -- if you walk
17 down the street and ask somebody if they've ever read the
18 text to a free trade agreement, a normal person wouldn't.

19 A normal person doesn't know what a Federal
20 register notice is. A normal person doesn't understand a
21 harmonized tariff schedule and 10-digit code and the duties
22 that relate to it. The education that's needed for it is
23 pretty dire and substantial, and the risks that an importer
24 takes when importing is also substantial.

25 So, I'm seeing the flip side of a lot of the

1 conversation today, which is the businesses that are taking
2 that risk, that are importing and taking advantage of free
3 trade agreements, per se, but they lack the education and
4 knowledge to take advantage of it correctly, which is a whole
5 other topic and conversation.

6 In terms of solutions, I really think education is
7 key for that, and in terms of job opportunities, I would
8 really love to see, personally, more outreach with our
9 universities in the United States to discuss all of the
10 wonderful opportunities.

11 There's so much going on, and whether or not it's
12 at the high school level -- which we also have high school
13 partnerships in South Florida as well, which is great. Some
14 students really should have amazing technical training. We
15 have so many technical jobs that are needed and technical
16 training itself for those and innovation within those
17 technical training is great.

18 I mean, there's a space and time for all sorts of
19 job opportunities, and getting through the correct training
20 to have the ability to utilize those skills in those new jobs
21 I think is essential, and having those public-private
22 partnerships to be able to discuss what type of training is
23 needed for what type of job. I think seeing more of that on
24 a national scale would really be wonderful.

25 COMMISSIONER SCHMIDTLEIN: Yes, we are going to

1 talk more about, and since I want hear from Mr. Mitchell and
2 Mr. Jenkins, and then I'd like to switch gears to talk about,
3 like, what might some of the solutions be, if you will, or
4 programs or policies that could help.

5 So, Mr. Mitchell, I saw your hand up, and then Mr.
6 Jenkins, I know you had your hand up. We'll hear from you,
7 Mr. Mitchell, and you can decide, Mr. Jenkins.

8 MR. MITCHELL: Yes, I want to go back to the
9 question that was asked to Keith about what can you turn
10 around the effect of the trade agreements. I agree with what
11 Keith said on it, but something else we need to do is, in
12 order to turn this around, you have to make an investment in
13 people.

14 If you do not make an investment in people, you're
15 going to have a difficult time turning it around, and there
16 are a couple of technical schools out there that I agree with
17 what they said in there. And there are three training
18 apprenticeships in the area where I am, and none of them are
19 in the minority neighborhood.

20 There's an ironworker, there's a carpenter, and
21 there's one for a pipe-setter. None of them were built in a
22 predominately Black neighborhood. They were all built
23 someplace else. So, if you're looking at trying to help
24 black and brown people, you need to bring those individuals
25 to the table who are building these apprenticeships and start

1 looking at the minority neighborhood in order to get
2 something going.

3 If you give people an opportunity, they will take
4 the training, and they will do the work. The other thing
5 that I wanted to comment on as we talked about bad trade
6 deals in there, I was paid TRA (phonetic) when I was
7 laid-off. And I'm not sure how many individuals on this call
8 will remember the term "TRA". I think it was "trade
9 adjustment assistance" in there.

10 COMMISSIONER SCHMIDTLEIN: Right, TAA we call it,
11 yeah.

12 MR. MITCHELL: The name has been changed. If you
13 make a trade agreement that you have to pay an individual in
14 the United States a subsidy because they have been impacted
15 by that trade deal, that's a bad trade deal from the start.

16 COMMISSIONER SCHMIDTLEIN: All right, we're going
17 to come back to that. Mr. Jenkins, what were you thinking?
18 I think you're on mute.

19 MR. JENKINS: I want to piggyback on what Mike and
20 Keith said. We've got to stop having these external
21 resources for internal problems. And what I'm saying is,
22 like, we're talking about, like, how trade can actually
23 either benefit or not benefit the Black community.

24 We need to start having more conversations with the
25 leadership within the Black community, and I'm not just

1 talking about the representative from the Mayor's staff. We
2 need to have more community leaders. We need to talk to
3 these community leaders.

4 A lot of Black communities have community benefits
5 agreement committees, and I think we need to bring more of
6 those people in to have these conversations on how trade is
7 really impacting the Black community in a real way.

8 A lot of people they get -- they live with the
9 perception and think that because you have, like, either a
10 big (technical Interference) or a big water plant or a big
11 electric plant or something like that within the black that
12 automatically those workers within that plant is Black, and
13 it creates a false perception because a lot of those
14 individuals aren't a benefit of that plan.

15 So, it's like those good jobs and everything out
16 there, it's not benefitting the Black community. But it's
17 crazy because it's like, if trade happens and then, you know,
18 people start to leave or, you know, a bad trade deal happens
19 and we, you know -- the steel sectors are impacted, the
20 rubber sector's impacted -- well they do these big calls what
21 they call hiring practices, we're not the first to be called
22 for these job opportunities, you know what I mean?

23 I was just talking to a person from a tire plant in
24 Tennessee. They have 1200 members, but only 30 of them are
25 Black. As someone was saying earlier, Mayoral (phonetic),

1 what she was saying earlier, giving the stats and stuff when
2 it comes to Black workers and where we literally are at on
3 the totem pole.

4 I think that needs to be a real conversation. And
5 when it comes to, like, these trade deals, are we really
6 looking at communities of color when we're talking about
7 these problems, or are we just looking at the external
8 components of them?

9 Because, if you really look over the country, a lot
10 of your manufacturing facilities, a lot of them hail within
11 the black and brown communities, but it's just not a benefit
12 to black or brown people. So, if we can actually have convos
13 (phonetic) and real conversations about that, especially when
14 dealing with trade, I think we could create solutions amongst
15 the roundtable discussion because we'll know the problems,
16 we'll know the impact it was actually having.

17 We don't spare the treatment, it's going to the
18 povertized communities that's actually coming from the lack
19 of either bad trade deals impacting that community. But we
20 have more of an understanding of what's going on, so whatever
21 solution we could try to create will be thoroughly impacting
22 those communities that it's affecting.

23 COMMISSIONER SCHMIDTLEIN: Thank you very much, Mr.
24 Jenkins. We're going to take just a very, very short break
25 so people can stretch their legs, just five minutes, and then

1 we're going to restart. And when we come back, I want to
2 shift -- we already started into the conversation a little
3 bit -- but shift into more specifically -- and people have
4 talked some about how the impact of trade affects people
5 differently depending on their race or ethnicity.

6 What are some of the potential solutions to that,
7 you know, is TAA useful, what are some ways to create
8 opportunities or, you know, give people knowledge about those
9 opportunities that could be helpful for them?

10 So, you could think about that and the role that
11 education training plays in that, the role that local
12 community colleges play in that. So, those are the things
13 that we want to talk about next, and then sort of closer to
14 the end, I guess, you know, how do these impacts compare to
15 other impacts that are affecting workers and communities,
16 right?

17 Because we'd like to have a sense from you all what
18 you think, you know. And I don't know, maybe you can't
19 separate it, you know, in terms of what else is going on, but
20 that's what we're going to talk about. So, I have 2:11 on my
21 computer. We will come back right at 2:16 so that we don't
22 waste too much time, but I want to give people a chance to
23 get a drink or stretch their legs, all right? So, I'm going
24 to leave it up to you all to come back, unless Bill can put a
25 clock up?

1 MR. SECRETARY: We sure are.

2 COMMISSIONER SCHMIDTLEIN: Okay. We're going to
3 put a countdown clock up so you'll know exactly when we'll
4 restart.

5 (Whereupon, a brief recess was taken.)

6 COMMISSIONER SCHMIDTLEIN: All right, welcome back,
7 everyone. If we could have our roundtable participants turn
8 back on their cameras? All right. I'm seeing most people
9 now.

10 Okay. So, I thought we'd use the second half of
11 the roundtable to talk about what might some of the solutions
12 be, and maybe "solutions" is too strong of a word -- how
13 might we address some of the impacts we've heard about this
14 morning?

15 And I know Mr. Mitchell's already mentioned the
16 trade adjustment assistance -- it was called something else
17 30 years ago or 40 years ago -- but the TAA program. We
18 talked a little bit and we've heard a couple different
19 witnesses, the idea of training, education, outreach, in
20 terms of making people aware.

21 So, I was hoping that maybe we could expand on
22 those -- maybe people would be willing to expand on those?
23 So, you know, the idea is we've heard this morning the
24 positive and negative impacts trade has had on workers, and
25 we've heard a little bit about what some of those solutions

1 might be.

2 So, if you would like to, let's talk about what
3 needs to be done going forward. And if you could talk about
4 that through the prism of whether or not it's effective
5 depending on the race/ethnicity of the person using that
6 program or, you know, benefitting from that, that would be
7 helpful.

8 All right, Mr. Spriggs, I saw your hand go up
9 first; I know we've got a lot. Let's start with you, Dr.
10 Spriggs.

11 MR. SPRIGGS: Thank you, William Spriggs. So,
12 there are a couple of things, one that the ITC must do
13 itself, and that's to do better studies, studies that
14 incorporate that fact that there are real ramifications, and
15 for many communities, there are real job loss, so there are
16 real costs, and presenting to the American people general
17 equilibrium models that, as we've all seen, show marginal
18 benefits but don't get to showing cost, mean that we don't
19 prepare properly because we don't incorporate what the costs
20 are going to be.

21 Then, understanding the costs, the costs are to
22 those communities. Trade adjustment assistance is wonderful
23 for the specific workers who can document they are displaced.

24 It's not adequate. Those workers actually need more money
25 to compensate them for their losses. We need to be more

1 honest about how much it really does cost to lose the amount
2 of capital -- human capital -- that those workers lose.

3 We disrespect workers. We don't understand that
4 you've taken away a huge amount of human capital when you
5 take away their job, and we undervalue it. But the loss to
6 the community is -- the data are clear; the community loses a
7 set of jobs. This creates a zero-sum game.

8 Yes, you can have a community college that can play
9 into that zero-sum game and give some people a leg-up on
10 outcompeting other people for the fewer jobs left. But that
11 doesn't resolve the problem for the community. So, there
12 need to be community impact funds so that the community can
13 have the opportunity to find another employer who's going to
14 be a high-wage employer.

15 And there needs to be enough time and enough funds
16 for the community to make that happen. So, it's nice to
17 concentrate on training, but we over-emphasize training when
18 it comes to -- that doesn't create the replacement, the
19 amount of jobs that must be replaced.

20 And then, we have to be looking at the younger set
21 of workers who are the ones, in many ways, who are the most
22 displaced because the next set of workers, the ones who are
23 just graduating high school when we take away 200 good-paying
24 jobs, or 3,000 good paying jobs, the next generation that's
25 about to enter the labor force are the ones who've been hurt

1 the most.

2 We have to direct a lot of opportunities at them so
3 that either we give them mobility so that those who don't
4 have access to move have some help, but you also have to give
5 them some opportunities to have training for the job we hope
6 that that community using the targeting funds for economic
7 development will be able to use to attract the next employer.

8 And we must enforce, at that critical moment where
9 we take away good jobs, we must be serious about enforcing
10 anti-discrimination laws. In our nation, we don't enforce
11 them. We imagine that discrimination is not a problem.
12 Discrimination is real. It is a problem. This is not an
13 issue of training. This is not an issue of education. This
14 is an issue of discrimination.

15 And we spend too much time talking about training
16 and education, which takes away our attention from enforcing
17 anti-discrimination. It becomes an excuse; it becomes an
18 out. It becomes the way that we don't pay attention to
19 discrimination.

20 But it is at that moment that we have to get much
21 stricter about enforcing anti-discrimination laws. And so,
22 additional attention and funds have to be given so that the
23 OFCCP, the Equal Employment Opportunity Commission, those
24 Government agencies charged with that can have the resources
25 to pay attention to those communities where we know there's

1 going to be heightened pressures to discriminate.

2 So, I would say it's that multitude of things, it's
3 not just one single thing. But directly to the
4 responsibility of the ITC is to have better studies and to
5 understand that this is real, these are real costs, and they
6 have to be factored in when we think about what is this trade
7 deal really going to do and what should we recommend to
8 Congress.

9 What should be the report from the ITC to Congress
10 on the trade deal, in terms of what's the best measure of how
11 much this is going to cost and what Congress needs to put in
12 place?

13 COMMISSIONER SCHMIDTLEIN: Thank you, Dr. Spriggs.

14 All right. I have Mr. Odume, Mr. Tucker, Mr. Baston, Mr.
15 Holt. The hands all went up at once, so I apologize if you
16 saw it in a different order, but that's how we'll go right
17 now. So, Mr. Odume?

18 MR. ODUME: Like with anything else that needs a
19 lot of change, traditional thinking, old-school thinking,
20 have to bring new ideas. For far too long, for decades, the
21 same talk, the same type of energy, and guess what? We're
22 back at it at 2022 and having these same conversations.

23 The problem is, people get set in their ways, we
24 throw money at different organizations, different training
25 programs and stuff like that, and you put the same people

1 with the same attitude, or they may know somebody that'll
2 pass the baton with that same attitude (phonetic), and
3 nothing gets done.

4 I'm a strong believer -- I do believe in education,
5 training. I do think that is a core, but at the same token,
6 there's so much red tape, for instance, you have a lot of
7 these cert programs, training programs, and to get into these
8 programs, you've got to be Inspector Gadget -- so much
9 paperwork, red line, God forbid if you don't know this
10 individual and this or that.

11 And then the lack thereof the information, I just
12 think people need to get out of the way. I think that it
13 really has to be a new time of thinking. You can't have
14 change with old thinking.

15 And like I said, I mean, I'm quite sure my parents,
16 my grandparents, had these same conversations, and if they
17 were alive today, they'd say, man, we had this conversation
18 20, 30 years ago, and guess what? It's gotten worse.

19 So, it's kind of frustrating. I'm really
20 passionate about it because it affects so many people,
21 including myself, to this day. You know, we had over 1,200
22 people here. We're at 175, with one woman that recently
23 retired. And these all are, you know, bad trade deals or --
24 I can go on and on.

25 There's no focus on kids getting trades anymore.

1 It's all about high-tech, green, go green, and I don't have a
2 problem with that because you've got to move forward. And
3 I'm not shooting shots at that type of industry. But what
4 I'm saying is you still have a motor, and you have wheels.
5 The wheels can't turn without the motor, so everything has to
6 coincide with each other.

7 How do you get to that point? I don't know. I
8 know the first thing I know with anything, being honest --
9 honesty with everything. We can't just keep on having forums
10 and we'll be back, maybe, when I'm dead and gone and having
11 the same conversation. There has to be a very (Technical
12 Interference).

13 We can throw statistics, numbers, all of this stuff
14 in the world, but you have to change the thinking. You have
15 to change the leadership, and that goes all across the board,
16 from grass, the box (phonetic), you know what I mean?

17 We can go in so many details and so many levels,
18 you know? I mean, I wish we had six hours for this thing.
19 I'll take a day off. I will take a day off, if we can really
20 come to some things that's going to make a change here, you
21 know what I mean? People are suffering, you know what I
22 mean?

23 We've got COVID and all this other stuff, but just
24 -- it's just sad. It really hurts the soul. I mean, I
25 commend that you're doing your investigation. I just would

1 like to see different thinking, people with different
2 positions, and nothing against the seasoned people, you know
3 what I mean? Nothing against them.

4 With all due respect, but I think it's a new way of
5 thinking. You bring some fresh ideas in here, and people
6 really got to care and get out the way and not take this all
7 personal because times change, situations change, and
8 thinking has to change. And that's what I would like to see,
9 first and foremost, and that's it.

10 COMMISSIONER SCHMIDTLEIN: Thank you. Well, I hope
11 you know that your comments are going to be provided directly
12 to the United States Trade Representative in this report.
13 So, she is going to hear it, and of course, we are taking in
14 all this information about the way we do our reports. So, we
15 do value that and appreciate it.

16 MR. ODUME: Can I just add one more thing, like 30,
17 20 seconds? I'm sorry everybody for taking up so my time. I
18 just want to give an example. They have a program here
19 called SURGE, right, and the whole objective is more
20 training, right -- serious training, good training.

21 How you get into that, no one knew. I just
22 happened to see it on Facebook. For the likes of me, I don't
23 know why it wasn't in the media. For the likes of me, I
24 don't know why the community leaders didn't push this thing.
25 I found out about it, so I wanted to do a litmus test, and I

1 applied.

2 I had an interview. I think it was, like, an
3 hour-and-a-half on a Zoom call, three people, three
4 individuals, all white men. I would guess they're not from
5 around the south side of Syracuse or anything like that.
6 Then, after this interview, you had an application process,
7 and after the application process, you had to come down and
8 do a drug test, and after the drug test, you had to blah,
9 blah, blah, blah, blah. Why?

10 It made no sense at all. First of all, no one knew
11 about it. Second of all, when you did know about it, you had
12 to go through hoops and all this other crazy stuff just to
13 get training. That made no sense. And, put it this way,
14 this was in a state facility. So, I'm assuming that the
15 money was provided by the state or the Government, whatever
16 case the scenario.

17 It made no sense. You've got money thrown to an
18 organization that it took hell to get in, and it made no
19 sense. And then I had to wait another two weeks where I
20 never got a response, and then I got a response four weeks
21 later that I was accepted.

22 Then, when I went down there to get accepted, they
23 wanted me to do this hand test to see if I'm mechanically
24 inclined, even though they knew I work at this place for over
25 21 years, but I still had to do this. And I did it; for me,

1 I could do it, but imagine someone else coming off the
2 streets that, you know, they're just trying to better
3 themselves. That made no sense at all. And I can only
4 imagine what other cities are going through.

5 COMMISSIONER SCHMIDTLEIN: Well, I really
6 appreciate these specific, you know, real-life examples are
7 really important. So, I really appreciate it.

8 MR. ODUME: Thanks, everybody. Forgive me.

9 COMMISSIONER SCHMIDTLEIN: All right. I had Mr.
10 Tucker next, and then Mr. Baston, Mr. Holt, and I see one
11 more hand up there. I see you, Mr. Pink, too. Okay.

12 MR. TUCKER: Yeah, so this has been really rich,
13 and I really appreciate the comments of Mr. Odume and so many
14 others. I really like the idea about, sort of, the new
15 thinking. I think that's really key.

16 I think, as we think about solutions, it's
17 important that we take a broad view and be creative, and take
18 a broad view of what trade policy really is -- you know,
19 really have it reflect the full scope of what contemporary
20 trade agreements are all about, which are, you know, both
21 economic and regulatory agreements and have a lot in them.

22 You know, I think that there's a lot of interesting
23 new thinking out there about building-in pre-distribution
24 obligations into the text of the agreements themselves, you
25 know, building obligations for compensation for workers that

1 are displaced, and building that into the text of the
2 agreement themselves so that it's actually enforceable on the
3 back-end.

4 And I think the types of analyses that I was
5 earlier recommending the ITC collect about the intersection
6 between the availability of manufacturing jobs and the union
7 premiums and the ways that those union premiums can help
8 lower the racial wealth gap, all of that data that you
9 collect can be the basis for undertaking obligations around
10 compensation and pre-distribution in the agreement itself.

11 And there's also all the other stuff that's, like,
12 the less traditional aspects of trade agreements that are in
13 contemporary trade agreements, and I think we know even less
14 about the distributional impacts of those, but they're likely
15 to be very important.

16 You know, for instance, all of the requirements
17 around intellectual property protections that increase the
18 cost of pharmaceutical drugs to consumers -- you know,
19 consumers generally, consumers of color specifically --
20 getting a better sense of how those kinds of provisions
21 affects distribution is really key.

22 I know, Commissioner, you mentioned at the outset
23 that ITC is not part of the Biden-Harris Administration, but
24 I think it's important for just context that, you know, as
25 part of the Biden-Harris campaign, they committed to adopt

1 Senator Cory Booker's plan for racial justice and
2 environmental justice, which obligates every agency in the
3 Federal Government to develop plans for environmental justice
4 and racial equity.

5 And I think, you know, just to give sort of one
6 example of a way that we could maybe think about
7 incorporating that into ITC studies of the potential impact
8 of trade agreements, you know, I know that in the recent
9 USMCA study that the ITC did, they attempted -- as far as I
10 know, for the first time -- to actually model the economic
11 impact of some of the investor rights provisions in that deal
12 and looking at basically what the economic impact might be of
13 companies suing the Federal Government over labor and
14 environmental policies and other types of policies.

15 And actually found, you know, in that study, a
16 positive impact because of the way that the projection
17 assumed it would impact investment patterns. Well, you know,
18 if you go back to that sort of Cory Booker plan and think
19 about how you might apply that in this context, you could
20 look at some of the ways that communities of color generally,
21 and indigenous communities in particular, have been
22 negatively impacted by some of those provisions.

23 And this is not me talking, you know, there's a
24 U.N. Human Rights Report that sort of outlines precisely the
25 kinds of challenges and costs that those investor state

1 dispute settlement rules can have on communities of color.

2 So, I think, you know, having those type of costs
3 to put against some of the benefits for the other part of the
4 ITC modeling can kind of just be a very concrete way that we
5 can incorporate some forward thinking about solutions into
6 your analysis. Thank you.

7 COMMISSIONER SCHMIDTLEIN: Okay, yeah, I appreciate
8 that. And of course, I didn't mean to insinuate that we
9 weren't bound by different Executive Orders. Article 1 is
10 complicated and exactly what we do. So, I had next Mr.
11 Baston from Rockland Community College?

12 MR. BASTON: Thank you so much. I want to build
13 off what Todd and Keith talked about, with the idea that the
14 ITC really can surface, in your research, the lack of goals
15 for addressing disparate impacts on trade for black and brown
16 people.

17 By surfacing the lack of a national set of goals to
18 address these disparate impacts, you could also then surface
19 the fact that there's not an intentional strategy -- first,
20 there's no goals, and there's no strategy.

21 So, to what extent can we be thinking about the
22 goals to address the negative impacts of black and brown
23 people based on the trade decisions that have happened, and
24 what are the strategies that we are going to do to make sure
25 that we are intentionally included, not only in the

1 conversation, but the outcomes.

2 Because, at the end of the day, we have lots of
3 great conversations, but beyond the statements, very rarely
4 are there steps that are being taken. So, I want us to
5 really think about that. And then also, how can we encourage
6 the funding of collective impact strategies where the
7 community, specifically black and brown communities, that are
8 locked out of the opportunities, educational and otherwise,
9 to engage in trade, that if we continue to surface, the local
10 community has to be included in whatever's rolled out.

11 Your ability to say that to our Congressional
12 leaders, your ability to say that to our State-elected
13 officials, your ability to put that as a part of a mandate
14 for moving forward, would be helpful because right now we
15 have no goals, we have no strategy, and there's no plans of
16 implementation to bring the people most specifically impacted
17 and affected to the table to participate.

18 COMMISSIONER SCHMIDTLEIN: Good point. All right,
19 Mr. Holt, I had you next, please.

20 MR. HOLT: Good afternoon. So, I just wanted to
21 talk about maybe three things that could be solutions. One,
22 obviously, would be trade rules (phonetic). So, on a macro
23 level, I think we have to make sure that we level the playing
24 field. Obviously, strict enforcement of anti-dumping and
25 countervailing duty laws helps preserve U.S. jobs.

1 Someone was talking about the tariffs earlier this
2 morning that helped increase steel jobs. The EPI found that,
3 you know, 3200 new steelmaking jobs were created through the
4 232 steel tariffs. So, let's first level the playing field
5 by enforcing the existing trade rules, right?

6 Another thing that we can do, in terms of the
7 Commission specifically in collecting data, is that, in its
8 questionnaires through anti-dumping and countervailing duty
9 cases, the Commission could collect employment data by race,
10 ethnicity, and gender.

11 You know, the Commission refused dozens, if not
12 hundreds, of industries each year that are materially injured
13 or threatened with material injury, and the agency collects
14 data around employment or production-related workers in its
15 questionnaires, and I would suggest that this information
16 could be broken down by race, ethnicity, and gender.

17 We can tell whether an AD order has been effective
18 because we can compare the relative health of industries over
19 years, you know, from the original investigation to a sunset
20 review, to the second sunset review, to the third sunset
21 review.

22 So, you can have a long period of data for multiple
23 industries, selected by industries directly impacted by
24 unfairly traded imports. Another, I guess, the last thing
25 that I just want to point out there is that the question that

1 we're asking is, you know, how do we make the benefits of
2 trade accessible to all Americans?

3 And that's a shameless plug, because that's the
4 title of my podcast, right? But one of the answers is that
5 we need to manufacture in underserved communities in an
6 environmentally sustainable way, and that means investment
7 throughout the entire supply chain, from the manufacturer
8 who's building the actual mill or production facility, to the
9 climate-sustaining technology that will be used to make sure
10 that these communities aren't harmed by the manufacturing
11 going on.

12 Earlier today, we heard from EJ and Michael, and
13 they discussed how, you know, their local communities were
14 thriving in the '70s and '80s and up until the mid-90s, and
15 we know that from every one manufacturing job, 7
16 non-manufacturing jobs in other industries are created.

17 So, manufacturing can be a path forward. Another
18 thing that we have to think about is that it's not only
19 manufacturing, but it's also investment, an investment in
20 minority ownership in manufacturing.

21 Earlier today, I told you that, you know, only one
22 percent of all Black businesses are in manufacturing. We
23 have to invest in manufacturing with an emphasis on black and
24 brown people. You know, we heard today from EJ, and he was
25 talking about, you know, manufacturing plants that are in

1 black and brown communities and the workers don't look like
2 them.

3 Michael was talking about black and brown people
4 that are not at the table, and they don't have access to
5 participation. When you have access to participation, when
6 you have ownership and minority ownership, they'll be at the
7 table, right, because they will be those manufacturers that
8 they have to interact with the county executives and the
9 state politicians.

10 The other thing that we also need to recognize is
11 that -- and Dr. Spriggs kind of mentioned it -- you know,
12 discrimination is here. Bias is here. At the end of the
13 day, we have to address that part of the manufacturing issue,
14 and one way to do it is to invest in minority businesses.

15 We know that people tend to hire people just
16 because of bias -- people that look like you. Earlier today,
17 we heard Jennifer had said that, you know, her team is
18 diverse. It's not just by happenstance, right? We know that
19 if you go out there, you look and you try to find people,
20 there are good workers for everybody.

21 And at the end of the day, if we invest in minority
22 businesses and entrepreneurship, that's going to be another
23 opportunity for the benefits of trade to be accessible to
24 everybody.

25

1 COMMISSIONER SCHMIDTLEIN: Thank you. All right.
2 Mr. Pink.

3 MR. PINK: Yes, thank you, Commissioner. I just
4 want to also kind of double click a little bit on some things
5 that have been said really around the idea of just a
6 post-secondary credential. I know I am one of those people
7 because of my job as president of this college, but also just
8 my passion and my career. I'm a believer in what
9 post-secondary education and preparation looks like and what
10 that can be for people in helping them get to that next. I'm
11 not always satisfied with the fact of just saying that a
12 certain group of people, this is what you can do, this is
13 what you can do. I think education has the power to open up
14 those possibilities for individuals and I think it's -- I've
15 heard for so long this either/or proposition of either skill
16 trades or higher education and there's an and -- there's a
17 both and to that conversation because we at community
18 colleges and other institutions, we can provide those
19 opportunities for folks to have that skill trade while
20 they're progressing through a degree in, as we do here and
21 with some of our four-year partners, a degree that is in
22 welding, in machining, in culinary arts, those associate
23 applied science degrees that lead to the Bachelor's degree,
24 that also help that person do other things as far as their
25 career is concerned, if they so choose. But it allows choice

1 and I think -- when I think about ITC, when I think about
2 partnerships that our institution has with some of our
3 federal-level offices and departments, it's so helpful when
4 those departments give -- provide us some of those
5 opportunities to incentivize some of these things. Because
6 if, as Mr. Wiley said, without intentionality, this stuff is
7 not going to happen. If you don't have the intentionality
8 around hiring more black and brown individuals, you can't
9 just think it's just going to happen by happenstance. There
10 has to be -- in our day and age, there has to be levels of
11 intentionality around that.

12 I appreciated Ms. Mayoral a while ago before the
13 break and what she was talking about in terms of low-quality
14 jobs in the workforce that see so many, in this case, African
15 Americans in those positions. I think the more -- again,
16 intentionality, if we can focus more on -- and looking across
17 the board, across the country, there are best practices out
18 there, friends, that are doing some of this work and they're
19 doing it well. What are the best practices? How are they
20 digging into communities and making it happen? When she
21 talked about low-quality jobs, how do we do more to better
22 prepare individuals of color, how do we better prepare our
23 Black citizens here in Grand Rapids for those jobs that not
24 only pay a wage, but pay a high wage, a living, sustainable
25 wage. And sometimes that doesn't necessarily mean that we

1 just pigeonhole them over here. That means that we give them
2 that choice.

3 And the last thing I'll say is that I encourage any
4 of you, tap into your local -- your local community colleges
5 and talk to them and ask them about these kind of things
6 because, typically, the community college should be just
7 that, the community's college. It should be a convener. It
8 should be a space where you can bring industry, K-12,
9 four-year institutions, the business community,
10 philanthropic. It ought to be the space that you can bring
11 all those together to have this at the local level, this
12 intentionality around how to get to solving some of these
13 issues that we see and so prominent. Use them as that
14 convener because community colleges, one thing about us, the
15 community comes to us, which means we can keep people in the
16 community instead of having to pull them in from somewhere,
17 then they go back home where they're out of state. We have
18 them here in the community. Take advantage of those
19 community colleges and ask them and push them to make sure
20 they're doing this work alongside you.

21 COMMISSIONER SCHMIDTLEIN: Yeah, that's a great
22 point. We have heard when we tour some plants in connection
23 with our Title VII cases that businesses who partner with
24 their community college, industries that are partnering, in
25 order to get the skills incorporated into the curriculum that

1 they see they need down the road, right, and that is a local
2 endeavor and it's specific to jobs that are there coming on
3 line, you know. So I think your point is well taken.

4 By the way, I have three nephews that went through
5 OSU just recently, so you were there while they were there.
6 All right. So I have next on my list, Ms. Mayoral.

7 MS. MAYORAL: Thank you. So two points I wanted to
8 make. First, none of this that we're discussing today is
9 possible unless we address the real underlying reason for
10 losing all of these arcane jobs, which is that our firms are
11 not competing with other firms. They're competing with
12 largely other countries. The highly subsidized firms, they
13 own them, they subsidize their labor, they subsidize the
14 land, they subsidize the investment, and then they manipulate
15 the currency. It's absolutely impossible to make meaningful
16 changes on this issue unless you address this larger issues
17 that this is a part of. And that's probably not the topic of
18 this debate, but it's important that we have to work on that
19 as well.

20 Secondly, in order to continue, I think, we need to
21 have goals before we can have strategy. We also need to have
22 an understanding of the effects. And I appreciate that we
23 have people on the call that are bringing their experiences,
24 but we also need more data and this is the motivation for
25 some of the work that we started and hope that there's going

1 to be more after us and maybe the ITC does something like
2 this.

3 But we, you know, we represent a group of
4 manufacturers and labor unions and we're working with one of
5 them right now to do a survey to understand the effects that
6 trade labor relation has had on these workers who lost their
7 jobs. So to give you some specifics, one of our members,
8 Sherrill Manufacturing, who now makes stainless steel
9 silverware or flatware, they're located in Sherrill, New
10 York. They are part of what was called Oneida, which was a
11 company that was founded before the Civil War in Sherrill.
12 This company was the source of prosperity for a large part of
13 this place in Upstate New York in the 19th and 20th Century.

14 And 30 years ago, Oneida employed over 4,000 people at that
15 time and it's not just those people that they employed, but
16 it's also the secondary industries that come with that type
17 of employment and the services and the supporting industries
18 around it. So once we started seeing a rise in Chinese
19 imports in the steel industry in particular, this eventually
20 led Oneida to shut down and fire a lot of its workers, and
21 not just Oneida, but a lot of other U.S. spot or
22 manufacturing businesses. They pushed them out of business.

23 Since that time what we know from speaking with
24 people at this former -- people who worked at this company,
25 which is going to be something we're going to write a report

1 on, but we know that the region around Sherrill has suffered
2 severe economic decline when these good quality jobs left the
3 region. Today, there are major problems of drug abuse and
4 crime. And just to give you an idea, the largest employer
5 now no longer is this manufacturing plant, but a gambling
6 casino. While this did bring money to the region, it also
7 brought low-paying jobs. There is a gambling addiction and
8 even a prostitution issue there. So it's led to changes that
9 have not been advantageous for us.

10 So we want to understand this better and this is
11 the point of the survey that we're conducting and obviously
12 we'll share it with you. But we also want to point out that,
13 you know, standard modeling that would have modeled the
14 effects on what happened in Sherrill, New York would have
15 never picked this up because it doesn't pick up the changes
16 in, you know, what holds unemployment constants --
17 unemployment constant. We're not capturing these and it
18 needs to be a change in the mind frame of how we model them
19 and how we go into trade agreements. And that's something
20 that we're also working at, at CPA, and we look to partner
21 with other people who are also working on these problems.

22 And just before I go, I want to say I really
23 appreciate everyone's comments and we would love to reach out
24 to other people on the call and work with you guys going
25 forward and hear what else people are working on, on this

1 issue. Thank you.

2 COMMISSIONER SCHMIDTLEIN: Thank you so much. We
3 certainly welcome you to reach out to us. All right. Ms.
4 Gates Black from Delaware County Community College.

5 MS. GATES BLACK: Thank you so much, Commissioner.
6 This has been a really wonderful, rich conversation. And I
7 apologize, I am going to have to get off at 3:00, but there
8 are a couple of comments that I wanted to make before I left.
9 I wanted to echo my colleague, Bill Pink's, remarks that
10 community colleges offer the greatest opportunity for
11 community to have an educated and skilled workforce and we do
12 that by building all the partnerships that we've been talking
13 about.

14 But I also want to talk about how we work with our
15 communities. You know, one of the things I've heard today
16 was the lack of planning and that is evident because when you
17 have a major industry in a black or brown community and that
18 industry leaves, if there is no plan, the community will fall
19 apart. And as I was listening to Ms. Mayoral, I said, yep, I
20 saw the same thing when an industry left, they put in a
21 casino. That is not the kind of planning. That is the knee
22 jerk reaction to a situation. So there needs to be ongoing
23 planning, the kind of planning that's taking place in our
24 lower affluent communities, so that if a business leaves
25 there, there is a plan in place. We need the ITC to really

1 lobby for there to be a plan for how we're going to raise up
2 the black and brown communities.

3 One of the things that we are seeing in our
4 communities of color is the lack of information around
5 manufacturing, skilled trades, all of those kinds of things.

6 They still think manufacturing is this dirty industry with
7 dirty floors at the time my dad was doing that kind of thing.

8 No, it is technology infused throughout everything you do,
9 whether you're working on automobiles, whether you're doing
10 HVAC, whether you're in carpentry, whether you're welding,
11 whatever you're doing, there is technology infused in that.
12 And so we have to find a way to get this through to parents
13 that these are indeed well-paying jobs that will bring them
14 -- their families up to living wages and that are needed in
15 our community.

16 I often hear parents from more affluent communities
17 and say, well, no, we don't want that here. My job is going
18 to a four-year institution. Maybe they're going to a
19 four-year institution and they're getting a liberal arts
20 degree and they're going to live with you and they're going
21 to keep paying back mom. That's one -- that's one strategy
22 for you or you can look at what the community college has to
23 offer. Whether they're coming to us with a two-year degree
24 and then moving on to transfer or whether they're coming to
25 us to earn a certificate, which allows them to go directly

1 into the workforce, come back to us and earn another
2 certificate, and then perhaps an Associate's degree that
3 creates and puts them on a pathway, that's what they can do.

4 In any event, we have jobs in our communities that
5 can raise up our communities. We have them in our community
6 colleges and we've got to do a better job of getting that
7 word out there. So I'm just excited about this conversation.

8 Thank you all for this opportunity today and I'm just so
9 sorry I have to jump off and get on another call, but this is
10 wonderful. Thank you, Commissioner.

11 COMMISSIONER SCHMIDTLEIN: We understand. Thank
12 you so much for joining us. Okay. Ms. Stanger-McLaughlin
13 from the Native American Agriculture Fund.

14 MS. STANGER-MCLAUGHLIN: Hello. First, I would
15 like to apologize for my tardiness. I wasn't here for the
16 earlier conversations, but, (greeting in native language).

17 My name is Water Runs Downhill and I am from the
18 Colville Confederated Tribes located in Northeastern
19 Washington State and I represent the Native American
20 Agriculture Fund as their new CEO. The work that we do
21 encompasses a lot of production in production agriculture
22 across the United States, but we also see issues in education
23 as one of our eligible entities.

24 We are a grant-making trust fund and we also see
25 the need for encompassing a holistic approach to how we look

1 at economic development and international trade within the
2 indigenous communities in North America. We have an annual
3 granting funding cycle. Our next funding will occur on April
4 1st. So all of you on this call, I've heard a few of you are
5 from community colleges, you are eligible entities. If you
6 have an indigenous tribal community located within your
7 region, I encourage you to look at how you could qualify for
8 our funds because the work that we do encourages
9 international trade. We know that some of our grantees have
10 been devastated by trade issues. One in particular in the
11 Coast lost the entire -- their entire seafood industry. They
12 had to pivot and we were there to help them do so. But we're
13 going to continue to work in this space and we invite others
14 to join us in that effort.

15 That effort goes beyond grant-making. We also work
16 across the Federal Government and actually I was on a call
17 with EDA earlier, which is another great resource
18 domestically for you to lean on when you're trying to look at
19 community economic development. But just know that the
20 Native American Agricultural Fund is here to support.

21 And we have a vision. Our vision is for rural
22 supported indigenous space, agricultural infrastructure. We
23 would like our partners, our tribal communities to stand up
24 agricultural infrastructure for all, not just our indigenous
25 communities, for our neighbors. And I just recently

1 published an article in Agri-Pulse a few days ago and it's
2 looking at domestic and international food security through
3 an indigenous perspective. It mentions in there our vision.

4 We have a vision document on reimagining Native food systems
5 and, again, it encompasses our partners. It's about working
6 with states and the Federal Government and our neighbors, our
7 communities, our colleges so that we can move forward
8 together. So thank you for your time.

9 COMMISSIONER SCHMIDTLEIN: Thank you. Thank you so
10 much for joining us. Okay. Ms. Diaz, you had your hand up.

11 MS. DIAZ: Sure. The last speaker had great
12 programs, itself, and in terms of the outreach, I think
13 that's one thing I would love to hear more of in terms of ITC
14 plans and something to think of in regards to the
15 partnerships and so many wonderful educational institutions
16 that you have. There's specific funding opportunities and in
17 terms of how educational institutions and our businesses here
18 about opportunities to hire, whether it's minorities, whether
19 it's any student with any technical skill, I would love to
20 hear more about getting the word out.

21 One of the speakers said that they found out about
22 an opportunity on Facebook, which I think is great. Finding
23 out about social media -- finding out about opportunities on
24 social media is terrific and utilizing those platforms wisely
25 to get to your target audience, I similarly think is great.

1 I think the level of partnerships that you can have in both
2 the public and private sector is amazing and is limitless in
3 terms of education, outreach, training, workforce
4 development. I've seen programs where there are internships
5 active as part of curriculum in community college and I've
6 seen the success of those in terms of jobs that are after.
7 So if there are some international trade-related curriculum
8 that require an externship as part of that curriculum,
9 itself, to get that degree and quite often those
10 opportunities turn into jobs at the end of the day. Somebody
11 gets to see you in action, as well as part -- as part of
12 that.

13 I would love to see more of that because I think
14 the education and training portion along with the internship
15 and development and companies coming to the table that
16 actually have those jobs available really is part of a
17 solution.

18 The other is, and it's sort of necessarily just a
19 strict enforcement of existing trade laws, what I personally
20 would love to see is a commonsense enforcement of trade laws.

21 While I've seen a lot of minorities and small- and
22 medium-sized businesses, especially in South Florida, get
23 squashed and have to shut down and become bankrupt as a
24 result of trade laws, that they didn't truly understand when
25 they started their operation, which I think is a real shame.

1 I think it's -- and I'm probably -- most of my clients will
2 probably hate me for saying this, but I'll say it anyways, I
3 think it's again too easy to become an importer without a
4 test, without some sort of understanding of what obligation
5 you're taking on.

6 So, for example, there are Enforce and Protect Act
7 cases that you may or may not be aware of, but they are
8 brutal and I have many clients that are very tiny, teeny
9 businesses that take part and they're chosen as entities that
10 "evaded" antidumping and countervailing laws. At the
11 beginning of the import process, they might not have even
12 known that there was an antidumping and countervailing duty
13 order on their specific goods. Now, you can point fingers on
14 whether or not it was the brokers fault, whether or not it
15 was their fault, whether or not it was whoever's fault, it's
16 their fault at the end of the day because they're the
17 importer of record and they're the liability and
18 responsibility for their importations. But we want to see
19 these small- and medium-sized enterprises, we want to see
20 them open up. We want to see them succeed. And I see a lot
21 of really great small businesses out there, but the education
22 and training as well to do that for those international trade
23 jobs, the opportunities are limitless. The economics of it
24 are really phenomenal.

25 But now going back to that EAPA case, let's say

1 that you're chosen as a participant, you don't even hear the
2 full allegation against you. So if I was to say that
3 Commissioner Rhonda, she committed some sort of horrific act
4 and evaded antidumping duties and I have a complaint that I
5 allege to Customs, you only get to see part of the complaint.
6 It's confidential. And then your job is to respond to that
7 and you don't even know the full allegation against you. And
8 only until you've spent sometimes hundreds of thousands of
9 dollars on lawyer fees, where you may or may not have it, can
10 you get to the Court of International Trade where you finally
11 get to see the full record and it's opened up and not
12 confidential anymore. To me, the programs like this defeat
13 the purpose of having wonderful international trade
14 opportunities because, yes, we want people to know the law,
15 we want people to comply with the law. I would love everyone
16 who imports to deal with and to have pre-compliance as part
17 of their budget, but quite often we don't see that.

18 I think you can ask many international trade
19 lawyers to take a stab at what percentage of importers
20 actually do a whole lot of homework prior to importing a
21 specific item and the things you can do to help ensure that
22 people aren't stuck with bills in the tune of \$500,000,
23 millions of dollars, and millions and millions of dollars, if
24 they can't pay. And at the end of the day, you have the
25 businesses going bankrupt, the government not collecting the

1 funds. What good is it for anybody?

2 And another aspect of that is the Customs
3 enforcement angle of that where I'm seeing small businesses
4 have to deal with, which is tough, especially for these
5 smaller businesses. A lot of them are owned by minorities.
6 And with the enforcement levels, what we're seeing this day
7 and age post-COVID is a lot of remote work environments,
8 which I'm all for, but the proactive communication that we
9 used to have and we used to have the ability to have to pick
10 up the phone and be able to call somebody in the Federal
11 Government and get an answer right away, that's gone and now
12 it's send me an email. Well, let's have a conversation about
13 this. No, no, no, I talked through your email, great. So,
14 as a lawyer, I can write a book. I write a book for an email
15 and that's what it takes for me to get a phone call after the
16 fact.

17 The level of communication that should be there,
18 we're seeing duplicity in enforcement efforts consistently
19 across the board and to get -- for example, Customs can send
20 a request for information where they want to see if you're
21 complying with the antidumping laws, right, and that request
22 for information has a very tight deadline, 30 days. Then if
23 Customs isn't happy with your answer, they send a Notice of
24 Action, taking actions, and you didn't comply with the
25 antidumping order and I'm telling you, you need to comply

1 with the antidumping order and you're going to change your
2 entry or so on. What we're seeing is those two opportunities
3 that you would typically have to respond, instead Customs is
4 taking that away and just issuing Notices of Actions with
5 action taken. Say, no, no, no, your imports were subject to
6 the antidumping order and I'm not even giving you the right
7 to communicate with me and to tell me whether or not. It's
8 part of the due process that's gone and you should have the
9 ability to communicate what your side of the story is prior
10 to that adverse event just taking place against you.

11 Similar to EAPA, the Enforce and Protect Act cases,
12 having your confidentiality as part of the bridge of the case
13 and not even understanding the true allegation against you
14 until you spend beaucoup bucks, and it's also -- the best
15 part about EAPA for me is the alleger, whoever that might be,
16 gets to selectively pick what imports they want, which means
17 you selectively get to pick any particular imports and squash
18 their businesses, while there are other importers from the
19 same producer that aren't necessarily picked. It's a very
20 interesting program, but I think programs like that need to
21 be reevaluated because their negative impact happens to be on
22 the ethnic groups that you're speaking of as well because
23 they're the ones particularly that may not have the education
24 and training before they start a really cool entrepreneurial
25 business, if that was a really great opportunity, and wound

1 up being debt for life.

2 COMMISSIONER SCHMIDTLEIN: Yeah. It sounds like --
3 I mean this point about, you know, outreach and being able to
4 communicate this information so that people understand what's
5 available, what the -- you know, what the responsibilities
6 are --

7 MS. DIAZ: Yeah.

8 COMMISSIONER SCHMIDTLEIN: -- is incredibly
9 important. So, I think it's a --

10 MS. DIAZ: I saw a recent page of -- I think it was
11 by the World Trade Organization. They recently published a
12 website on resources and opportunities for education for
13 newer importers and getting the word out about that -- like
14 I'm putting that in my communication to importers when
15 they're starting to import in terms of like top tips when
16 you're importing because the lack of knowledge, that they're
17 almost 40 Federal Government agencies that regulate imports
18 and exports, that's a lot. It's a lot to understand.

19 COMMISSIONER SCHMIDTLEIN: Exactly.

20 MS. DIAZ: You very much know that yourself. And I
21 mean being able to digest that as a small business and
22 understand what's obligated of you in order to successfully
23 compete in this market, the education and training portion is
24 just essential for that.

25 COMMISSIONER SCHMIDTLEIN: It's essential, yeah.

1 That's a very good point. So we are already a little past
2 three o'clock. You know, for those of you who can't stay any
3 longer, I totally understand and, you know, you can certainly
4 drop off whenever you'd like. If there are -- I did have one
5 more question and I wanted to give my Commissioners, my
6 fellow Commissioners the opportunity to ask any questions.
7 So if you can stay -- can folks stay for the ones who are
8 still here for another 15 minutes maybe, 10 or 15 minutes?
9 Okay, I'm seeing some hands shaking.

10 So the other -- the last question sort of to wrap
11 up, I guess, is in your view, if you have one, how important
12 is the impact of trade on things like employment, wages,
13 working conditions, as compared to other factors in the
14 economy that are impacting employment, wages, working
15 conditions? So, obviously, trade is not the only thing going
16 on in the economy, right? Trade has a huge impact. In your
17 all's view, how does it compare to other things? So, for
18 instance, maybe the Federal Reserve's policy on interest
19 rates, right? You know, things like that that obviously have
20 an impact on the economy, is it as important or if not more?

21 You know, I realize this is a bit of an abstract question,
22 but Spriggs, I was going to call on you if you didn't raise
23 your hand, so --

24 MR. SPRIGGS: Thank you. Well, trade is important
25 because the trade agreements we have been adopting don't

1 properly protect labor standards or environmental standards
2 of the United States. And they treat trade -- the trade
3 agreements, I've treated those as things that can be
4 manipulated and the result is that it creates a huge downward
5 pressure on our labor standards and on our environmental
6 standards. And those American companies that are devoted to
7 American workers and want to stay in place, they're at a huge
8 disadvantage because of that, and they feel under pressure
9 because of those rules. So it's important because it sets an
10 atmosphere.

11 I mean it's also important that we've undermined
12 labor laws through other methods as well. So the importance
13 of passing the Protect the Right to Organize, the PRO Act,
14 maintaining proper minimum wage, those are vital to keep the
15 wages up. It's vital that we have a Fed committed for
16 employment. All of the models that economists use to predict
17 the impact of trade assume that we will stay devoted as a
18 nation to our stated legal policy and our laws state that the
19 policy in the United States Government is for employment in
20 terms of macroeconomic policy. We have let the Feds stray
21 from that way too many times. Those combine to make the
22 problem for workers.

23 Technology is not a problem for workers.
24 Technology increases the productivity of workers. But if
25 workers don't live in a world in which they can bargain for

1 their fair share of the increase in productivity, then, yes,
2 productivity is bad because workers don't get the increased
3 productivity. And over the last 40 years, that's what we've
4 seen, productivity of American workers has gone up and up and
5 up, the wages of American workers have gone nowhere. That's
6 part of what makes this a zero sum game.

7 So I know that many economists have convinced
8 themselves that technology is bad, but we have the fastest
9 growth in productivity to take place between 1946 and 1976.
10 We think productivity so much in this nation that within a
11 short amount of time, we were able to double what the average
12 worker could produce and that took place with rising wages,
13 falling poverty. So there's nothing about technology that
14 makes things worse for workers. But if we're going to have a
15 race to the bottom with the rest of the world, then, yes, and
16 we need trade agreements that force everybody up.

17 Just imagine the world we would be in if Mexican
18 auto workers were like Canadian auto workers. If Mexican
19 auto workers were getting paid \$20 an hour or \$25 an hour
20 instead of \$9 a day, imagine the demand for goods and
21 services in North America. We couldn't make enough cars if
22 Mexican auto workers were like Canadian auto workers. We
23 would all be benefitting. And the new trade agreement that
24 is allowing for the first time honest elections by auto
25 workers in Mexico at least put us on a path where maybe

1 Mexican auto workers will be like Canadian auto workers and
2 will one day get the same wages. We moved our auto industry
3 to Mexico. I mean this is a reality. We did that without
4 creating the demand on goods that should have gone with the
5 tremendous increase in productivity that's taking place in
6 Mexico.

7 None of us benefit from rules that let people
8 arbitrage our labor laws or our environmental laws. And
9 right now part of our inflation is coming from environment.
10 The shortage of pasta is from an environmental disaster of it
11 being too late to put Durum wheat into the ground. And so if
12 we want American workers to be part of the solution to global
13 warming, we have to show American workers that we're going to
14 have a level playing field in the world when it comes to
15 addressing global warming. And that means we have to revise
16 our trade agreements and the USITC needs to say to Congress,
17 you can have this trade agreement, but you're going to
18 increase global warming. You can have a trade agreement with
19 a country that isn't going to be committed to lowering carbon
20 emissions and we're going to import the carbon, but American
21 workers have to give up their jobs, that's not going to be
22 acceptable to the American workers. It's not part of a just
23 transition.

24 And so in answer to your question, I think trade
25 plays a role, in that it sets what are the rules that either

1 allow workers in America to benefit from increased
2 productivity and so far we have implemented agreements that
3 work against that. And I think the key thing to remember and
4 the way that economists talk, technology, as most American
5 workers have experienced, did not destroy their jobs. When
6 you ask auto workers did we lose our jobs to technology, they
7 normally say, no, because in the 1980s the auto industry
8 intensified the use of robots and really tried its best to
9 squeeze extra productivity. The UAW negotiated to save jobs
10 and so, yes, the share of people in the auto industry in the
11 United States went down, but those workers kept their jobs
12 because they were being trained to be retooled for where the
13 industry was going in terms of skills. What happened this
14 century is different. We actually lost manufacturing jobs.
15 People came in one day and saw their plant gone the next day.
16 That's not -- and that's why people respond to trade because
17 there's no way to bargain my plant moving.

18 So I think that in fairness the big factors have
19 been: a lack of commitment to full employment, the inability
20 of workers to continue to organize and freely join unions if
21 they wish, the lack of protecting labor standards broadly and
22 the role that trade plays in American business no longer
23 being a partner, and maintaining labor standards or defending
24 labor standards in the United States.

25 COMMISSIONER SCHMIDTLEIN: Thank you. Mr.

1 Mitchell, I thought you had your hand up. Was that a
2 mistake? You do? Okay. I think you're on mute though. Oh,
3 no.

4 MR. MITCHELL: What I was going to say was just
5 what you all were saying so, I mean --

6 COMMISSIONER SCHMIDTLEIN: Okay.

7 MR. MITCHELL: I would just be repeating the same
8 thing.

9 COMMISSIONER SCHMIDTLEIN: Okay. Okay. All right.
10 Did anyone else -- would anyone else like to comment on that
11 question, you know, how do you see the impact of trade as
12 compared to the impact of other factors that, you know,
13 affect wages, employment, economic health? Mr. Ferry?

14 MR. FERRY: Yes, thank you, Commission. I agree
15 pretty much with everything Dr. Spriggs said. I guess just
16 looking at it from an economist's perspective, also I would
17 say that if you think of, you know, you asked how important
18 are trade agreements or free trade in the process, hurting
19 workers' wages and particularly minority workers and hurting
20 employment opportunities, you know, I would say that many of
21 us in economics and politics over the last 50 years have
22 performed an enormous fete of mental hypnotism. If I said to
23 you imagine that we're going to create free trade between
24 Africa and South America and they have two different prices of
25 coffee, what would happen after the Free Trade Agreement

1 between these two continents.

2 Well, of course, the coffee prices wouldn't
3 cooperate because that's the purpose of the Free Trade
4 Agreement is to let the coffee manufacturers compete and
5 everybody wins, and if I said what would happen to wheat
6 prices or coconut prices, you'd say exactly the same thing.
7 Then, round about 1980s in this country, people began to say
8 let's have a Free Trade Agreement with Mexico and how about
9 China, how about Central America and nobody said in the
10 Congress, well a few people did, but they were drowned out,
11 well if we asked wages to compete, and if U.S. wages are up
12 here -- I don't know how the camera's doing, and wages in
13 Central America are down here or China, they're going to do
14 this.

15 U.S. wages are going to come down and Central
16 American wages and Chinese wages are going to come up or, as
17 Dr. Spriggs pointed out in Mexico, if there's a structure
18 that doesn't allow their wages to come up, our wages will go
19 down more, and indeed the BLS did a study of auto wages in
20 this country and found out that in real terms, they fell by
21 over 20 percent over the last 20 years, so I think most of
22 you haven't had to struggle through 10 years of economic
23 study as I have immediately grasp this point. It's not hard
24 if you haven't been hypnotized by the economics profession.

25 So without turning this into an economics lecture

1 I'll say my conclusion is GDP is the wrong measure for the
2 success of an economic policy or a trade policy. The right
3 measure is are you creating more high-wage jobs and are wages
4 rising each and every year, and that sounds fairly abstract
5 to some of you, but I'll put it in real terms this way. The
6 steel industry right now is creating more jobs and boosting
7 people's wages each year. When we go into a trade agreement,
8 we all hear tons and tons about the pharmaceutical industry.

9 The pharmaceutical industry is actually offshoring
10 production to Asia and Europe, so it's creating fewer jobs in
11 the United States each year. Now, it is paying its engineers
12 above \$200,000, and I respect that. We all want to see
13 education and innovation in this country, but if you're
14 reducing the total number of your workforce by eliminating
15 jobs to the lower half, and that's what affects the minority
16 population disproportionately, you're not serving the good of
17 the economy, so I'll stop there for fear of turning it into a
18 lecture. Thank you, Commissioner, for the opportunity.

19 COMMISSIONER SCHMIDTLEIN: Great. Yeah, my
20 pleasure. Thank you very much. All right. Anyone else who
21 would like to comment on that question for those of you who
22 are still here? Dr. Spriggs, I see your hand up again. Oh,
23 you're on mute.

24 MR. SPRIGGS: So I just want to add one more fine
25 point, and what that is we are cutting off our nose currently

1 to spite our face. American workers lost millions of
2 manufacturing jobs this century, and you will hear repeatedly
3 companies saying why don't Americans want these jobs, you
4 know, the jobs. You're just talking that we're willing to
5 let these jobs go. Why do I want a job that you have set in
6 place policies that say we don't want those jobs. You can't
7 have them both ways. You can't get kids to go into something
8 where they just saw their parents lose their jobs, their
9 uncles lose their jobs, their aunts lose their jobs, and then
10 you say why don't you want to go into that industry? You
11 just sent me the signal, and they're responding to the
12 economics of it.

13 If you want Americans to be manufacturing workers,
14 then you got to stand up for American manufacturing workers.
15 It has to be a job that they
16 -- that you protect.

17 COMMISSIONER SCHMIDTLEIN: Uh-huh. Mr. Rodriguez?
18 You're on mute, sir.

19 MR. RODRIGUEZ: I think it's a valid point and, you
20 know, going back, I guess to the second half question that
21 you posed, you know, I wrote down five major points, you
22 know, as to a path moving forward, and, you know, one of them
23 is there's definite reality that we need to bring parties to
24 the table, all affected parties to the table, and that seems
25 to be something that's been left out, right? A second thing

1 is we need to use real statistics, not just my statistics or
2 your statistics, real statistics, you know, we are different
3 realities, you know, we've heard on this call a good amount
4 of people speaking about bad trade deals and trade deals
5 being, you know, wrong for this country.

6 We've heard some people, you know, myself included,
7 speaking about the fact there are benefits to it. I don't
8 think there's a perfect trade deal that works, you know, to
9 the benefit of everyone, you know, but I think that's a real
10 point is we need to use real stats, you know, how it really
11 affects all different, you know, portions of the communities
12 that participate in this country.

13 I think another point that was made earlier, and I
14 want to reiterate it, is we need to plan accordingly once we
15 have that information and once we have, you know, the right
16 people at the table, we need to plan accordingly, right? And
17 appropriately so that it's across-the-board equivalent to the
18 representation that's there and equivalent to the people of
19 this country. Jennifer mentioned a lot, and others did as
20 well, education, you know, is definitively necessary, you
21 know, there's some things in this country that we're never
22 going to produce again, you know?

23 Our cost of labor is extremely high, and it's
24 uncompetitive in our own market and therefore we have to go
25 outside of this country to bring some products in because we

1 just can't compete against ourselves at, you know, the true
2 cost of labor that we have plus all the additional factors.
3 There's just products that we will never produce again, and
4 so we've shifted into a service, you know, service economy,
5 and education plays a huge role in that, you know, we can't -
6 - I think one of the two gentlemen now was just saying, you
7 know, why doesn't my kid want to do what my, you know, what I
8 did and what my grandfather did and -- well, because the
9 world's changed, you know, and so some of these jobs just are
10 no longer realistic jobs.

11 How many of us benefit from jumping online and
12 buying something online, something that didn't exist, you
13 know, 10, 15 years ago, you know, the world has changed, and
14 I think, you know, my final point behind all of it is I think
15 we all need to take our own personal responsibilities in our
16 actions, in our activities and ensure that, you know,
17 whatever the situation be or whatever the situation of a
18 trade agreement and how that can affect -- we need to kind of
19 look at ourselves and make sure that we're taking personal
20 responsibilities for how we live our lives, what actions we
21 take and how we carry that out.

22 And I think that's something that continuously gets
23 left out of the conversation, but I just wanted to drop that
24 in there at the last moment, you know, of this, so thank you
25 for the opportunity to me and pleasure, you know, hearing

1 everybody here speak.

2 COMMISSIONER SCHMIDTLEIN: Thank you. Thank you so
3 much for participating, so I think a couple of Commissioners
4 want to say something. We have the other four Commissioners
5 who are one the phone or on the line I should say, the video.
6 You can see their pictures there. We have Jason Kearns,
7 Randy Stayin, Amy Karpel and David Johanson who are the other
8 four of the five, and I know both Jason and Randy I saw you
9 wave your hands. Jason, you've got your electronic hand up,
10 so if you all have some questions, please jump in.

11 COMMISSIONER KEARNS: Okay. Well, first off, thank
12 you all for appearing before us today. This is really
13 helpful. I have a number of questions. I don't want to take
14 all the time so I will try to just ask one. Maybe I can
15 followup with a few of you with some written questions after,
16 but just a followup on Commissioner's Schmidtlein's last
17 question, I guess. I mean, I think another way of going
18 about asking that and in a way that may be -- I don't know
19 how many, you know, actual like factor workers we have on
20 anymore. I think Mr. Mitchell, you're one. I don't know if
21 Mr. Odume's still on or Mr. Jenkins.

22 Okay. So a different way of asking the same
23 question, I think, is, you know, in your experience on the
24 factory floor, you know, was there ever concern expressed
25 that if you all negotiated for higher wages, better

1 conditions, you know, better pensions, better, you know, more
2 time off that the result would be that those jobs would go
3 overseas? Was that ever something that like caused you all
4 to be reluctant to seek higher wages, seek better conditions?

5 Is that something that happened, and is that something that
6 your coworkers talked about? Is it something that management
7 threatened you all with or how does that work?

8 MR. MITCHELL: That was a constant of all of our
9 basic labor agreements when we went into negotiations. We
10 were always competing against free trade agreements who
11 didn't have any labor bargaining, they -- human right
12 protections, the environment, so we were always competing
13 against that ghost whenever we went in. We were reluctant to
14 ask for a lot at the table. Our pensions were not what some
15 others are because we were afraid we was going to go bankrupt
16 like a couple of the steel companies did, so that was always
17 the back thought as to what we should ask for and what the
18 reality was of how we would survive, so yes to your question.

19 COMMISSIONER KEARNS: Okay. Thank you, and yeah,
20 we don't get enough opportunities to talk to workers like you
21 and so I appreciate your input, and I don't know, Mr.
22 Spriggs, if you can just -- a quick followup questions before
23 I hand things over to Vice Chair Stayin, and Mr. Mitchell, if
24 you want to add anything, too, but, I mean, my understanding
25 of U.S. labor law is not as good as it should be, but my

1 understanding is management is not allowed to threaten to
2 move factories overseas if, you know, if workers asked for
3 higher wages. Is that the case and does it nevertheless
4 happen?

5 MR. SPRIGGS: It nevertheless happens. This is a
6 constant threat, and it's made to workers even when they try
7 to organize. When workers try to organize, they're told that
8 they -- nothing about them going in for a union keeps the
9 jobs there, that the company's response to having a union may
10 be we won't stay in the United States. They're told this in
11 meetings, and then they're pulled in during the election to
12 organize, to organize the union. They're pulled into
13 individual meetings and repeatedly told this.

14 COMMISSIONER KEARNS: Thank you, and, Mr. Mitchell,
15 I know you wanted to say something, too. Let me just ask to
16 also comment on, you know, to put this more in the way that
17 Commissioner Schmidtlein asked it, okay? So that, you know,
18 trade has been a way that you all have felt like you can't
19 push for more in labor negotiations. Has technology -- have
20 they said, you know, if you ask for more money, we're going
21 to get roadblocks instead or has interest rates or federal
22 reserve policies have that affect or of all those causes what
23 did you hear most to kind of -- is pushing wages down and
24 working conditions, you know, in the wrong direction? Was it
25 trade and moving jobs overseas, or was it these other things

1 like robots?

2 MR. MITCHELL: The first one is going to be, and I
3 think this was in a basic labor agreement somewhere around
4 '84. We took a cut, and we took like \$1.50 cut across the
5 board in order to compete, and I'm talking U.S. Steel, and
6 from that point on, we didn't see a raise for 10 years at
7 U.S. Steel. We stayed at that flat rate for 10 years in
8 there. The other part of that that took place, too, was they
9 did a lot of job combining whereas if you were an
10 electrician, then you also had to go with systems for for
11 your electronics and a welder was also a pipefitting, so they
12 combined a lot of jobs in there and what that did was not you
13 have maybe one person doing three crafts and that saved them
14 money in order for us to compete.

15 I don't have the knowledge to say whether or not it
16 helped save that industry, but there are a lot of job
17 combinations out there now where people are asked to do more
18 than one I'll say trade in order to compete on a global
19 economy.

20 COMMISSIONER KEARNS: Okay. Thank you. I'll let
21 others ask questions.

22 COMMISSIONER SCHMIDTLEIN: Vice Chair Stayin, did
23 you have a question?

24 VICE CHAIR STAYIN: I did. Can you hear me?

25 COMMISSIONER SCHMIDTLEIN: Yes.

1 VICE CHAIR STAYIN: Okay. I'll make sure my
2 microphone is on. It's -- certainly I grew up in a city with
3 a lot of manufacturing and my colleagues are probably fed up
4 with my stories about how much it meant to the families and
5 the workers, so -- and, of course, the Commission, what we do
6 in terms of dealing with antidumping and counter-veiling duty
7 laws and enforcing them in order to protect our people from
8 unfair trade practices, but I would like as much input that
9 we can get.

10 Obviously, the classic is the shifting of making
11 automobiles from Detroit or Michigan or wherever they're
12 being produced -- to Mexico is a classic, and I would
13 certainly like to know about other situations where we can
14 get information from all of you where you know of a
15 circumstance where a company shifted -- went offshores and
16 why can't -- to try to -- we're trying to understand the
17 impact. I know what typically happens and what it feels
18 like. What I want to know is what we could do to try to stop
19 it.

20 And one thing that I must say that prior to coming
21 to the Commission I was kind of the trade practice of a big
22 firm in Indiana, and in Indiana there are quite a few
23 Japanese companies that came and opened up factories
24 producing products here in the United States, and in that
25 circumstance, we actually had it kind of in reverse where a

1 foreign company came in -- companies came in and created
2 jobs, and I think one of the questions is well how can we
3 incentive more of that happening to try to encourage
4 manufacturers in other countries to come to the United States
5 and take advantage of the great workers that we have.

6 So I think these are things we need to think about
7 and I appreciate all what you do here today, and I understand
8 where you're coming from and I assure you that all of us at
9 the ITC are very much aware, and part of our job is to try to
10 make sure is you're not going to be hurt beyond trade
11 practices. Thank you.

12 COMMISSIONER SCHMIDTLEIN: Thank you. Commissioner
13 Johanson or Commissioner Karpel? Commissioner Johanson, it
14 looks like you want to say something. No? Oh, you're on
15 mute.

16 COMMISSIONER JOHANSON: I was actually trying to
17 put up a question to host. Hopefully, I would sound more
18 coherent, but I'll go ahead and just try to pose it as it is.
19 Dr. Pink earlier today stated that manufacturing in western
20 Michigan is still very alive. Unfortunately, Dr. Pink had to
21 leave the roundtable as I was going to post a question to
22 him. I will pose it to you all. There are still -- there is
23 indeed still manufacturing in our country. What are these
24 manufacturers doing right in order to continue manufacturing
25 here?

1 COMMISSIONER SCHMIDTLEIN: I see Dr. Spriggs and
2 Ms. Sanger-McLaughlin. You both had your hands up. I don't
3 know if you wanted to answer the prior question of if you
4 had something to add to this question. Either way, please go
5 ahead.

6 MR. SPRIGGS: Well, I do want to answer the prior
7 question. I mean, one of the reasons though is there were
8 disparate impacts for black workers in particular is that the
9 Chinese imports mainly affected manufacturing in the
10 southeast, and in the research that we did, we put up heat
11 maps so you could see the big impacts where were black
12 workers live. So when you think about southwestern Virginia
13 and the Piedmont of North Carolina, you think about the
14 manufacturer or furniture, things that other lumber products
15 that were hit very hard when Chinese imports -- and you think
16 about textiles that had taken it on the chin, but tried to
17 remain competitive in answer to the last question by going to
18 the high road but couldn't find a way to stay competitive.

19 And so the loss of a lot of the industry in North
20 Carolina and Virginia and then South Carolina hurt black
21 workers deeply from -- this century. And a lot of that was
22 variances in competitive with China. I think the
23 manufacturers that have stayed in place a lot of what they're
24 doing right is some of this is being protected because they
25 are protected by our government procurement policies. We

1 still remain the world's leader in aerospace, and that has a
2 lot to do with our government procurement policies that
3 protect that industry.

4 We're backdoor engaging in industrial policy
5 through a lot of our defense contracting, and then the
6 superiority of a high end of auto assembly that still keeps
7 assembly plants here in the U.S. plus this to the market
8 that's what's encouraged the Japanese and the other
9 transplants that have come to the United States to make
10 automobiles here. We can encourage transplants, but you
11 notice that American companies are unionized. The
12 transplants are not, and the ability for these transplants to
13 circumvent our labor laws has to be a huge train on us as a
14 nation that we let other country's other manufacturers come
15 here and not insist that they respect the right of American
16 workers to organize.

17 COMMISSIONER SCHMIDTLEIN: Thank you. Ms. Stanger-
18 McLaughlin?

19 MS. STANGER-MCLAUGHLIN: I just wanted to add that
20 we talk about or we've heard today issues of companies going
21 international. Another option is to stay domestic and look
22 at tribes and reservations and sovereignty and the
23 jurisdiction that tribes have as another alternative where an
24 example being Tesla. Tribes -- Indian tribes in the United
25 States can create free trade zones, and there's advantages

1 such as exemptions from state and local inventory taxes, so I
2 encourage us to look at tribes in protecting domestic workers
3 and standing up their ability to continue domestically.

4 There is some fear working with tribes, and I think
5 a lot of that has been overstated in the past. Most tribes
6 today have modern economies. They have laws that are
7 equivalent to state laws that can be used to protect worker's
8 rights, but also I wanted to mention before the call's over
9 we have a scholarship foundation that we just helped
10 establish, and it's called the tribal agriculture fellowship,
11 and that is closing today, so if you know anyone that's
12 eligible for that, that includes funding for technical --
13 those that would like to pursue a technical education, so in
14 any type of agricultural production.

15 But the last thing that I would like to say is that
16 we need to all be part of conversations that exist in trade
17 in the industry space. The Native American Agriculture fund
18 attended the Tri-national Accord this year which is the
19 agricultural agreement between Canada and Mexico where they
20 talk about agricultural trade. I did not hear in that space
21 from leaders in manufacturing or in general industry. It was
22 the state departments of agriculture hosting it, but I
23 encourage you all to take place in those types of
24 conversations. The next accord will take place in Mexico,
25 but we need more worker representatives in this meeting.

1 COMMISSIONER SCHMIDTLEIN: All right. Very good
2 point. Thank you so much. All right. Commissioner Karpel,
3 we have not heard from you today. Do you have a question or
4 would you like to make any comment before we wrap up here
5 since we've kept everyone 45 minutes past the time?

6 COMMISSIONER KARPEL: No, I don't have a question.
7 I think this has been a very rich conversation and very much
8 appreciate everyone's willingness to participate and share
9 their thoughts and views. It's really valuable and critical
10 that we hear from you, so thank you.

11 COMMISSIONER SCHMIDTLEIN: All right. Thank you
12 very much. Well, I'd just like to thank all of you who are
13 still with us for participating today. It has been a very
14 enlightening and interesting constructive conversation. As I
15 mentioned at the beginning, the ITC is going to have six more
16 roundtables. The other four Commissioners will be hosting at
17 least one of those each, and so I'd encourage you all to
18 either, you know, if you're interested participate again or
19 at the very least listen in, okay? So thank you all very
20 much, and that will bring us to the end of our roundtable
21 today.

22 ALL: Thank you.

23 (Whereupon, at 3:50 p.m., the roundtable in the
24 above-entitled matter adjourned.)

25 //

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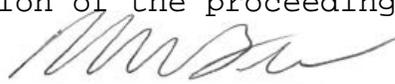
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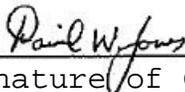
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