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Conservative Winds Blow Into Washington





the PRESIDENT'S MESSAGE

Labor Gets Back to the Basics

The results of the 2002 elections have given control of the U.S. Congress to corporations and the wealthy. It is no secret that their prime targets are programs that help America's working families—from OSHA, to Social Security, to the very existence of independent trade unions.

The new power brokers in Washington see organized labor as a roadblock to achieving their goals of putting more influence in the hands of the privileged and less in the hands of workers and their unions. They believe unrestrained corporate control in the workplace and influence in the government is best for America. All we need to do is look at Enron, WorldCom and the other corporate thieves to know that they are wrong.

The fundamental fact is that strong, independent trade unions are absolutely essential to economic and social progress. Without them, the workers of this nation will never obtain their rightful measure of dignity and respect, and their fair share of the wealth they produce. America cannot prosper without a strong, democratic labor movement that brings us back to the defining truth of our national being—the ideal of justice for all. The labor movement creates a vibrant middle class that has been and always will be the economic backbone of this country.

The vast majority of Americans know that values like fairness and human decency do not flourish naturally in the climate of the economic jungle. They know that these values are not handed down from on high—that most employers do not give a better deal to their workers out of the goodness of their hearts. It is only when workers themselves band together and demand what is rightfully theirs that the wealth they produce gets converted into fair wages and benefits.

Furthermore, America's working people—the women and men on the lower and middle rungs of the economic ladder—need trade unions today more than ever. The independent trade union is the workers only defense for maintaining decent wages, good benefits, safe working conditions on the job, a secure life for their families, and the dignity that every person deserves.

If we are to protect our members, defend working people and help strengthen the economy, we have to go back to basics and remind ourselves the purpose of our movement. Now is the time to go on the offensive. We need to educate our family, friends and communities on what the labor movement has done for this country.

Remind yourself of what trade unions stand for. We stand for an America where working people get a fair share of what they produce. We stand for an

America that is more equal—a nation where working people can live on the same block as the lawyer and the accountant, where people are treated the same regardless of their gender or the color of their skin.

We stand for an America that is more humane—a nation where the poor can earn a decent minimum wage, where workers don't risk their lives when they go to work, where retirees know that their pensions are safe.

Our job as strong, proud BCTGM members is to work for a society where people care for each other, help each other, stand together, plan for our future, help the less fortunate, and perhaps above all else—defend our rights to express our concerns without fear of retaliation.

Be proud of who you are and what you represent. Be proud of the work you do and the movement you are in—and spread the word about what you believe. We have an enormous public educating job to do in the face of very tough odds.

I urge you to refocus on the critical economic issues—on jobs and safety, wages and education and opportunity. What the BCTGM will focus on in the coming months is not what divides us, but what unites us as Americans—and what unites us is the fight for a better life. Working people built this country. Working people died defending this country. And it will be working people who keep this country the greatest place on the face of the planet.

Frank Hurt

BCTGM International President



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10401 Connecticut Avenue, Kensington, Maryland 20895-3961
(301) 933-8600



www.bctgm.org



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Idaho Locals Lead Renovation of Historic Theatre

The Wilson Theatre was built in the 1920s.



How can BCTGM locals make a difference in their communities? According to Local 282G (Rupert, Idaho) President Dan Maloney, it is as simple as tapping into the hard work and dedication of union members.

In October 2001, BCTGM members of Local 282G and Local 283G (Twin Falls, Idaho) joined other union workers affiliated with the Magic Valley Central Labor Council to begin renovation of the Historical Wilson Theatre in downtown Rupert.

The Rupert City Council approved the purchase of the 1920-built Wilson, which is on the National Register of Historic Places, in December of 1999. It is estimated that it will cost \$2.5 million to complete its restoration into a cultural arts center by November of 2005.

“Pipefitters, electricians, mechanics, technicians, equipment operators—what a mix of workers! We are all hard working union members from Southern Idaho who willingly pitch in and donate our time, money and effort,” Maloney proudly proclaims.

The first assignment given to the BCTGM crew was to remove the boiler from the bowels of the theatre where it was placed in the 1930s. The boiler consists of 10 sections, each weighing between 400 and 700 pounds. According to Maloney, aging and rotting floors added to the difficulty of removing the system. “Workers designed a hoist and trolley system that worked perfectly—with a lot of union muscle!”

Upon removal, union members cleaned, reassembled, sandblasted, and repainted the boiler. It has since been transported to the Minidoka County Museum where it is now displayed.

“We were looking for a way



The original 1930s boiler of the historic Wilson Theatre.

to make our name more recognizable in Southern Idaho,” recalls Maloney. “In taking up this project, we have formed coalitions within the community and learned what ‘MOBILIZE’ truly means.”



Union members watch as one boiler section is hoisted from the bottom floor of the theatre. Pictured, from the left, is Local 282G Pres. Dan Maloney and Local 283G members Viril Knight and Al Hagan.



The BCTGM crew pulls the boiler out of the building.

The Wilson Theatre boiler was refurbished by union workers and is now displayed at the Minidoka County Museum.



Big Business Agenda Strengthened By Election Outcome



Bucking historical trends, the Republican Party was able to pick up seats in both the U.S. House and Senate in the November midterm elections. This allowed Republicans to regain control of the Senate from the Democrats and increase their majority in the House of Representatives.

The Republican takeover of the Senate will have a major impact on the legislative process and America's working families. Much of the anti-worker legislation supported by employers and passed by the House of Representatives during the last Congress was stopped by the more worker-friendly Democratic Senate.

Thousands of union workers, including BCTGM members across the country, were actively engaged in organized labor's comprehensive election effort. Labor 2002 member-to-member political program contacted more union members than ever in a mid-term election, according to an election-night survey of union members conducted by Peter D. Hart Research for the AFL-CIO.

Still, disappointing results in races by worker-friendly candidates nationwide have far-reaching implications for working families, according to the AFL-CIO. Asked what two top issues affected their choices in House races, 44 percent of union members surveyed by Hart cited the econ-

omy and jobs, followed by health care and prescription drugs with 34 percent and Social Security with 25 percent.

Corporate Money

Unfortunately, the business community, having witnessed labor's past effectiveness on the ground, spent more money than ever before to elect candidates who will carry their legislative agenda in the next Congress. Corporations, their executives and trade associations, such as the American Bakers Association (ABA), outspent organized labor and working families by a margin of at least 12-1.

In addressing the impact the flood of corporate money had in this year's elections, BCTGM President Hurt stated, "Corporate bosses pulled out all the stops and had their political checkbooks wide open to elect their candidates this year. The enormous amount of money they spent helped change the course of many key House and Senate races."

The ABA, representing many employers in BCTGM industries, was front and center in helping bankroll anti-worker candidates. ABA President Paul Abenante said the trade association was "thrilled about the election" and that the results were "as good as it gets." The ABA has a long track record of supporting legislation and regulations that benefit employers at



the expense of BCTGM members and their families.

Anti-Worker Crowd

When the 108th Congress convenes in January, control of both the House and Senate will be back in the hands of the same leadership that in 2001 rammed through the repeal of vital workplace safety and health standards and a massive tax cut benefiting the wealthiest Americans and corporations.

With stronger majorities in the House and Senate, workers can expect this leadership to take an even more aggressive approach in the new Congress on policies that negatively affect working families, unions and retired Americans. They have already announced plans to come out hard for policies strongly supported by big business, such as:

- Trade legislation, like NAFTA, that will result in the loss of thousands of good, high-wage American jobs;
- A prescription drug plan that is controlled by the insurance companies and the HMO's and helps only a small percentage of retirees;
- Additional tax cuts for wealthy investors and corporations.

The new congressional leadership will also move early on for

the confirmation of a wide range of federal judges and agency officials who support corporate interests over worker interests. This will create formidable obstacles for unions in the areas of

“We will do what we have always done, stand strong for the values and principles upon which this Union was built.”

—BCTGM Intl. Pres. Frank Hurt

organizing, collective bargaining and political action.

The most anti-union members in Congress are expected to

push hard over the next two years for legislation that will undermine worker and labor rights. They want to gut wage and hour laws, further weaken workplace safety and health standards, create company-controlled unions and even enact a federal “right-to-work for less” law.

Standing Strong

Looking at the challenges ahead for workers and unions, President Hurt declared, “The BCTGM does not intend to back down just because the road has gotten rougher. We will do what we have always done, stand strong for the values and principles upon which this Union was built.

“The BCTGM will continue to fight for policies that help create high-wage jobs, protect Social Security, improve Medicare and make our workplaces safer and healthier. We will take our cause directly and forcefully to Senators and Representatives, both Democrats and Republicans,” Hurt concluded.

From phone banks to candidate fund raising, thousands of BCTGM members throughout the U.S. were actively engaged in Labor 2002, labor's comprehensive election effort. Pictured here (seated, from left) during a fundraising luncheon for U.S. Rep. Bob Filner (D-Calif.) is Local 315 (San Diego) Rec. Secy. Thomas Boruszewski, Chf. Trustee Tara Parks, Sec. Treas. Deborah Lacey-Zuelsdorf, Trustee Linda James and Filner (standing). Local 315 members had the highest per-member contribution to BCTGM-PAC in 2001.





MUSIC

Dave Alvin – Public Domain CD \$17 – 2001 Grammy winner for Best Traditional Folk Album

Lila Downs – Border (La Linea) CD \$15 – Songs inspired by life on the Mexican border that reflect jazz, gospel, and hip-hop influences. Most in Spanish with English translations.

Dropkick Murphys – Sing Loud, Sing Proud CD \$17 – Working class songs by Boston's Irish punk rock band.

Joe Uehlein – Two Roads – Twenty Eight Years CD \$17 – A retrospective of Labor Heritage Foundation's presidents 28 years of singing on picketlines and in union halls. Includes The Bravest, Tom Paxton's tribute to New York City firefighters, and Si Kahn's Season of Peace.

Tulare Dust: A Songwriters' Tribute To Merle Haggard – CD \$17 – Haggard's songs by Dave Alvin, Marshall Crenshaw, Dwight Yoakum and more.

John McCutcheon – Bigger Than Yourself CD \$15 – Grammy nominee and family music pioneer blazes more new trails on this, his sixth album for children and families. A longtime friend of working people and a labor activist, John celebrates the many ingredients in the recipe for people of all ages organizing and working together.



BOOKS

Ordinary People, Extraordinary Lives – Debra E. Bernhardt and Rachel Bernstein – A pictorial history of working people in New York City. Hardcover, 210pp. \$10

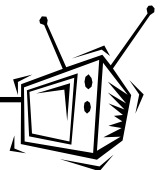
Holding The Line – Barbara Kingsolver – The story of a woman in the Arizona copper mine strike of 1983. 196pp. \$17

Packinghouse Daughter – Cherie Register – Winner of the American Book Award. A unique account on the lost history of a Midwestern town. 278pp. \$13

For Children:

Woody Guthrie: Poet of the People – Bonnie Christensen – This book, aimed at children but delightful for readers of any age, celebrates the life, times and spirit of the great folk musician and labor activist Woddy Guthrie.

Lyddie – Katherine Paterson – Lyddie Worthen is a 13-year-old farm girl who takes a job in the textile mills of Lowell, Massachusetts, when hard times hits her family. Six days a week from dawn to dusk she and the other girls run weaving looms in the murky dust- and lint-filled factory. When the working conditions begin to affect her friends' health, she has to make a choice. Will she speak up for better working conditions and risk her job? Or will she stay quiet until it is too late? A touching story of solidarity, courage and strength.



VIDEO

The Big One – Armed with a camera and a sharp sense of humor, Michael Moore asks why companies are laying off workers while they are reaping huge profits. (1998, 90 min.) \$25

Bread & Roses – Gripping story of a group of immigrant workers who take a stand against the million dollar corporation who exploit them. Cannes Film Festival Golden Palm Award nominee. VHS \$80 DVD \$25

Chicken Run – A hilarious story of organizing in the henhouse, brought to life with clay animation. Voices by Mel Gibson and others. (2000, 84 min.) VHS \$15 DVD \$27

Occupation – The story of the 21-day living wage sit-in by Harvard University students on behalf of university service workers. Narrated by Ben Affleck. (2002, 113 min.) VHS \$25



Music, Books & Videos to Inspire Workers and their Families

Dedicated to strengthening the labor movement through the use of music and the arts, the Labor Heritage Foundation offers music, books, movies and posters that remind us why we choose to stand up for the union.

The non-profit Labor Heritage Foundation, has assembled a catalog of contemporary and traditional items—CDs and tapes, VHS and DVD movies, posters, buttons, books and note cards with a labor/worker focus.

At right are gift ideas offered by the Labor Heritage Foundation. For a free catalog, write or call the foundation at 888 16th St., NW, Suite 680, Washington, DC, 20006, (202) 974-8040, or visit them on line for additional items available at www.laborheritage.org.

BCTGM-Keebler Sign New Agreement

The BCTGM reached a three and one-half year collective agreement with Keebler Company on October 31 in Philadelphia. The new pact covers about 2,500 members employed at the company's bakeries and distribution facilities located in Columbus and Macon, Ga.; Grand Rapids, Mich.; Philadelphia; and, Cincinnati, Ohio.

The agreement, which improves wages, benefits and contract language through 2005 was negotiated by International Vice President Bob Oakley who was assisted by International Representative Jim Condran. Representatives from Local 42 (Columbus, Ga.) Johnny Jackson, Paul Massey and Joe Williams, Local 70 (Grand Rapids, MI) Orin Holder and Bill Arends, Local 253 (Cincinnati) Dave Richardson and Doug Walters, Local 434 (Macon, Ga.) Billy Pruitt, Joe Holt and Romenta Kaigler

served on the negotiating committee.

One of the most significant gains of the new contract,



according to Oakley, is that union negotiators were able to secure the maintenance of all current medical plan benefits for the term of the Agreement. "In today's work environment where employers are asking workers to take on more of their health costs, it is a significant victory for the union to negotiate the maintenance of all health benefits." "This is a contract our

members can be proud of."

Additionally, the contract provides for significant pension gains that will increase member's pensions by \$250 over the term of the agreement. "These pension increases guarantee long-term stability to our senior workers and offer a great incentive to our younger workers," recalled Oakley.

Along with health benefit increases, the new agreement covers the areas of subcontracting and outsourcing. The new language gives the union a more substantive say in the limits to and use of subcontracted work.

Workers will also, receive wage increases of 45, 55, 60 and 30 cents-per-hour over the life of the contract. Other notable improvements include, P-Plan, an increase in Accident and Sickness Benefits, improved grievance procedure language and positive amendments to the company's FMLA policy.

Good Bytes



The Coalition of Labor Union Women (CLUW) has redesigned its web site, www.CLUW.org, with a more modern look and a user-friendly design. New features, updated on a bi-weekly basis, include "Features," "CLUW in the News," "Action Alert" and "Breakthrough."

The AFL-CIO's Solidarity Center, responsible for international trade union assistance programs, announces the launch of its new web site. Visit the web site, www.solidaritycenter.org, to learn how the Solidarity Center promotes worker rights worldwide, advances women's equality, helps give workers a voice in the global economy, and fights to eliminate child labor.

No Sweat Apparel, www.nosweatapparel.com, is a brand-new, 100% union-made sweatshop alternative. The goal of the organization is to influence sweatshop abusers by providing competitive products to Western consumers while also paying union shops around the world a living wage.

"The Mall of the Other America," the Northland Poster Collective online gallery and catalog store, www.northlandposter.com, is dedicated to promoting a socially just world through the use of art. Their art ranges from fine art prints on themes of equality and dignity to educational posters that tell an important story to T-shirts, buttons, and bumper stickers that express the vital issues of the day with humor and pizzazz.

Solidarity Brings Union Victory to Rich's

Workers at the Rich's plant in Murfreesboro, Tenn. know the sad truth faced by workers trying to organize. When a majority of the plant's 275 workers said they wanted a union, management threatened their right to make their own free choice with a campaign of coercion, harassment and firings.

However, workers stood strong in solidarity against Rich's anti-union behavior and on October 4, overwhelmingly voted to become members of the BCTGM. The company's treatment of the workers in

their quest for a voice on the job, prompted the National Labor Relations Board (NLRB) to issue more than 16 Unfair Labor Practice charges against the company, including the unlawful termination of one employee.

As union members, Rich's workers will now be able to enjoy a union contract that will provide them with a secure pension, medical benefits, and job security. In their own words, several of the workers spoke openly about their lives before voting to become BCTGM members:

"Most of us have mortgaged our lives to make this company the world's largest family owned bakery. Now we are reaching our golden years and are looking forward to retiring. Unfortunately we have NO Pension. Like most non-union shops we have a Company 401(k), which we have to contribute our own money. In the last few years many of us suffered large losses in income with the 401(k). The decision to form and join the BCTGM wasn't hard after seeing that the majority of our sister bakeries were members of the BCTGM and had guaranteed defined Pension Plans."

Charles Fulton, Maintenance, 11 Years

"It's been a long a time coming but well worth the wait. Most of us have been trying to organize for over ten years. The BCTGM never gave up on us, they continued to stay in contact with us and provide the information and education we needed to win a real voice at work. For over a quarter of a century it has been management's way, but now we have a real say."

Diane Barrett,
Production,
25 Years



Rich's workers celebrate their union victory with BCTGM Intl. organizers.

"Monday, Tuesday, Wednesday . . . as the days changed, so did company rules, policies and their handbook. Before the voting Union

Yes we used to call it the Erasable handbook. Now we will stand strong and fight hard for the dignity, justice, respect we deserve with a BCTGM Union contract. As Union members we now have the opportunity to propose and vote on all wages, benefits and working conditions."

Noah Halfacre, Warehouse, 10 Years

"I can remember when a majority of us were upset with management because they weren't following their own self-written, self-serving handbook. I took the time to write a letter to Corporate Headquarters in Buffalo, New York. Corporate Officials answered my letter by stating, 'We are aware of the fact that local management isn't following the Company Handbook, however it is our belief this is what is best for you all.' Many of us woke up and realized a Union Contract is what we need—not a company handbook."

Jeffrey Webb, Sanitation, 10 Years

New Local Union Officers Sharpen Leadership Skills

Graduates of the 2002 New Officer's Training program at the George Meany Center for Labor Studies.

When a BCTGM member is elected to a local union office, he or she is supported by a comprehensive training program conducted by the International's Research & Education Department at the George Meany Center for Labor Studies in Silver Spring, Md.

In 2002, 17 local union officers completed "Duties and Responsibilities of New Local Union Officers" in October. The program gave both new and incumbent officers a chance to learn and further develop the skills they need to effectively run their locals.

New officers training is designed for principal local union officers who have not participated in any previous training program sponsored for officers by the International Union. It provides a basic overview of the core subjects critical to running a BCTGM local union, including the specific duties and responsibilities of union officers. The program also provided participants with hands-on training in organizing, contract enforcement and grievance handling.

In addition, the local officers



engaged in discussions and attended lectures on topics ranging from communications, labor law and political action. The BCTGM members noted that one of the most enjoyable elements of the training was the interaction and discussions with other local union officers from throughout the U.S. and Canada. It is in these conversations where the officers can compare what is happening in their plants and hear new and creative ways to handle similar situations. This interaction helps build a strong foundation for effective BCTGM leadership, according to International President Frank Hurt.

Graduates of the 2002 "Duties and Responsibilities of new Local Union Officers" were Brenda Thorngate, Fin. Secy. Local 2T (Wheeling, W. Va.); Chris Sanders, Treas./Fin. Secy. Local 4 (St. Louis); Terry Burvee, Fin. Secy. Local 13G (Hastings, Minn.); Shay Remboldt, Fin. Secy. Local 22 (Minneapolis); Thomas Bingler, Fin. Secy. Local 36G (Buffalo, N.Y.); Bobby Dorman, Pres. Local 242G (London, Ont., Canada); James Nance, Fin. Secy. Local 252G (Memphis, Tenn.); Scott Ripplinger, Fin. Secy. Local 264G (Grand Forks, Minn.); Joe Benitez, Pres. Local 283G (Twin Falls, Idaho); John Jordan, Bus. Agt. Local 334 (Portland, Maine); Carol Dennison, Pres. Local 342 (Bloomington, Ill.); Mark Yancey, Fin. Secy. Local 362T (Macon, Ga.); Larry Flowers, Pres. Local 366G (Oklahoma City); Simon Ebarb, Pres. Local 369 (Shreveport, La.); Jayne Cannon, Fin. Secy. Local 372B (Indianapolis, Ind.); Mark Robar, Bus. Agt. Local 406 (Moncton, NB, Canada); and, David Hoffman, Bus. Agt./Fin. Secy. Local 503 (Charlotte, N.C.).

2003 SCHOLARSHIP REMINDER

2003 BCTGM International Scholarship Program

Total of (10) \$1,000 one-time scholarship awards. Details and applications available now at your local union office, the BCTGM International Scholarship Office (301/933-8600) or downloaded from the web via an Adobe Acrobat .pdf file at BCTGM.org. Application deadline: January 31, 2003.

2003 Union Plus Scholarship Program

One-time scholarship awards ranging from \$500 – \$4,000. Details and applications available through the BCTGM International Research, Education and Special Projects Department (301/933-8600) or downloaded from the web via an Adobe Acrobat .pdf file at BCTGM.org. Application deadline: January 31, 2003.



Labour Fights to Preserve the Canadian Health Care System

Kirby Report Presents a Faulty Analysis

As critical federal and provincial elections near, one of the issues that will likely divide candidates, and parties, is national health care. How a possible candidate positions himself or herself on this issue could impact whether they are elected or not.

While polls suggest Canadians are dissatisfied with the level of services they are receiving, an overwhelming number state they would not turn to the private sector for improvements. And yet, a controversial new report seems to suggest that the private sector is the answer to the country's health care difficulties.

The BCTGM, along with the Canadian Labour Congress (CLC), and most of organized labour in Canada, believe that the Kirby Report, named after Senator Michael Kirby, chair of the Committee that produced the report, is an incomplete and faulty analysis of the challenges facing health care reform.

Senator Kirby is an active member on the board of directors of Extencare Inc., a for-profit health care provider. CLC President Ken Georgetti blasted the report. "What is the credibility of a report by a Senator who looks like he is going to profit from the recommendations he's making?" asked Georgetti.

Rather than give credibility to the Kirby Report, Canadian labour leaders have focused on

the Commission on the Future of Health Care in Canada, a commission chaired by former NDP Premier Ray Romanow.

At the recommendation of Prime Minister Jean Chretien, the Commission is designed to "inquire into and undertake dialogue with Canadians on the future of Canada's public health care system, and to recommend policies and measures respectful of the jurisdictions and powers in Canada required to ensure over the long term the sustainability of a universally accessible, publicly funded health system."

The Romanow Commission, as it has become known, has produced numerous reports, elicited public comments and participation, and garnered outside entities to produce reports

and analyses on various topics relating to the debate.

BCTGM International President Frank Hurt believes that what happens in Canada concerning health care will be critical to bringing the universal health care movement to the United States. "It is a disgrace that more than forty million Americans have no health coverage. It is imperative that we fight to maintain a national health care system in Canada, and import that system to the United States," concludes Hurt.

For more information, visit www.healthcarecommission.ca. This site provides instant access to summary reports, discussion papers, fact-finding documents, surveys and studies, international resources, and other information on the health care debate in Canada.

New CLC Website

To ensure that working Canadians have access to current labour and employment laws, the Canadian Labour Congress (CLC) recently launched a new website, www.WorkRights.ca. This new and innovative site allows users to access provincial laws pertaining to health and safety, pay equity, vacation and maternity leave, overtime, and firings and layoffs. The user can pick a topic, and then pick a province, for a description of that jurisdiction's laws. In addition, the site features a section that guides users through the complaint process. The CLC offers a wage comparison section, and includes a discussion forum where workers can ask questions, report on employers, or offer advice. According to Intl. Vice-President Sean Kelly, "this site is clearly designed for both union and non-union workers to have easy to understand and accurate information at their fingertips. All workers can benefit from this."

What's in a Name?

Brand-Name vs. Generic Medications

It is no surprise to anyone who has had to get a prescription drug recently that the cost of medicine is continuing to rise. Americans are now spending more than \$100 billion a year for prescription drugs—more than double what was spent in 1990. By being a smart health consumer, union members can help control their out-of-pocket costs for medications prescribed by a doctor.

New drugs, like other new products, are developed under patent protection. When the patent expires, other manufacturers can apply to the U.S. Food and Drug Administration (FDA) to sell a generic version of the brand-name drug. Because the generic manufacturer does not have to repeat all of the costly research for the drug, it can cost substantially less than the brand-

name equivalent. In most cases, generic drugs are as effective as brand-name drugs.

But that does not mean that the FDA does not take a careful look at the generic drug before it is released to the marketplace. The FDA tests new generic drugs to make sure that they are safe and effective.

What is the difference?

A generic drug contains all of the same active ingredients and must be equivalent in strength and dosage to the brand-name product. The inactive ingredients can be different. Inactive ingredients are used to keep a tablet from crumbling, add bulk to make it large enough to handle, or have an appealing taste or color. Inactive ingredients are generally harmless, but some

people may have a reaction to them making it necessary for the individual to continue using the brand-name drug.

Why choose a generic?

About half of all the drugs on the market are available in generic form—and may save you 20 percent or more of the cost of a brand-name drug. The average cost of a generic drug is \$12-\$15 compared to \$65 or more for brand-name drugs.

Ask your doctor if a generic option is available and appropriate. Your doctor can indicate on the prescription that the pharmacist can substitute a generic drug.

Are there benefits?

Your doctor should always make the final decision about what is best for your health and medical treatment. Asking your doctor to prescribe generic medications when they are available and appropriate is a smart way to reduce your health care costs.

By choosing generic drugs whenever possible, you will not only reduce your out-of-pocket costs, but save money for your health and welfare fund if they provide coverage for prescription drugs. And that money can be used to improve the fund's health benefits.

For more information, the Food and Drug Administration has a toll-free hotline to answer questions about drug safety and effectiveness. Call 1-800-532-4440. You can also visit the FDA at www.fda.gov—click on Human Drugs.

Union Negotiates New Kellogg Master Agreement

The BCTGM has negotiated a new master agreement with the Kellogg Company that improves the wages and benefits of more than 2,000 BCTGM members.

The master agreement, which expires on October 2, 2005, continues the current cost-of-living (COLA) provision and pays 50 cents-per-hour retroactive to September 29, 2002. Members who retired prior to November 1, 1978 will receive a pension increase to \$40 per month, per year of service. Members who retired after November 1, 1978 will receive a monthly increase to \$51 per year of service.

Kellogg's workers will also receive additional life insurance and enhanced funeral leave. The BCTGM successfully negotiated an increase in member's weekly indemnity benefit amount.

BCTGM members covered by this master agreement are Local 3G (Battle Creek, Mich.), Local 50G (Omaha, Neb.), Local 252G (Memphis, Tenn.), and Local 374G (Lancaster, Pa.).

Negotiations were led by Exec. Vice Pres. Larry Barber and Intl. Vice Pres. Mike Konesko.

SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL HEALTH BENEFITS FUND

This is a summary of the annual report of the Bakery and Confectionery Union and Industry International Health Benefits Fund, EIN 53-0227042, Plan No. 501, a multiemployer plan for the period January 1, 2001 through December 31, 2001. The annual report has been filed with the Pension and Welfare Benefits Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Trustees of the Bakery and Confectionery Union and Industry International Health Benefits Fund have committed themselves to pay all non-insured claims incurred under the terms of the Plan.

Insurance Information

The plan has contracts with Kaiser Permanente Health Plan of the Mid-Atlantic States, Independence Blue Cross & PA Blue Shield and Independence Blue Cross & Blue Shield Personal Choice to pay hospital, medical and death claims incurred under the terms of the plan. The total premiums paid for the plan year ending December 31, 2001 were \$189,753.

Because most of these contracts are "experience-rated", the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2001, the premiums paid under such "experience-rated" contracts were \$189,477 and the total of all benefit claims paid under these experience-rated contracts during the plan year was \$411,775.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$217,910,828 as of December 31, 2001, compared to \$219,571,615 as of January 1, 2001. During the plan year the plan experienced a decrease in its net assets of \$1,660,787. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$48,143,982 including employer contributions of \$33,890,747, employee contributions of \$143,182, realized losses of \$4,363,646 from the sale of assets, and earnings from investments of \$11,254,642.

Plan expenses were \$49,804,769. These expenses included \$4,652,904 in administrative expenses and \$45,151,865 in benefits paid to participants and beneficiaries. A total of 45,080 persons were participants in or beneficiaries of the plan at the end of the year.

Your Rights To Additional Information

You have the right to receive a copy of the full

annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets; and
5. insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Robert D. Martin who is Manager of Administrative Services, Bakery & Confectionery Union and Industry International Health Benefits Fund, 10401 Connecticut Avenue, Kensington, MD 20895-3960, (301) 468-3750. The charge to cover copying costs will be \$4.50 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan at 10401 Connecticut Avenue, Kensington, MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Additional Explanation

Additional Basic Financial Statement Information: The retiree contributions of \$7,219,057 were for extended health insurance under the plan

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llame a la oficina de Robert D. Martin, que es el Director de los Servicios Administrativos de el Bakery & Confectionery Union & Industry International Health Benefits Fund, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

SUMMARY ANNUAL REPORT FOR THE BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL PENSION FUND

This is a summary of the annual report for the Bakery and Confectionery Union and Industry International Pension Fund, EIN 52-6118572, Plan No. 001, for January 1, 2001 through December 31, 2001. The annual report has been filed with the Pension and Welfare Benefits Administration, U.S. Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic Financial Statement

Benefits under the plan are provided in whole from trust funds. Plan expenses were \$417,622,996. These expenses include \$18,638,341 in administrative expenses and \$398,984,655 in benefits paid to participants and beneficiaries. A total of 117,318 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,247,223,841 as of December 31, 2001, compared to \$5,608,759,312 as of January 1, 2001. During the plan year the plan experienced a decrease in its net assets of \$361,535,471. This decrease includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The plan had total income of \$56,087,525 including employer contributions of \$162,264,518, realized gains of \$176,659,447 from the sale of assets, and earnings from investments of \$(285,643,580).

Minimum Funding Standards

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Your Rights To Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. an accountant's report;
2. financial information and information on payments to service providers;
3. assets held for investment;
4. transactions in excess of 5% of the plan assets;
5. information regarding any common or collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the plan participates; and
6. actuarial information regarding the funding of the plan.

To obtain a copy of the full annual report, or any part thereof, write or call the office of Robert D. Martin who is the manager of Administrative Services, Bakery and Confectionery Union & Industry International Pension Fund, 10401 Connecticut Avenue, Kensington, MD

20895-3960, (301) 468-3750. The charge to cover copying costs will be \$5.50 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the plan, 10401 Connecticut Avenue, Kensington, MD 20895-3960 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N1513, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

Additional Explanation

Additional Basic Financial Statement Information: The plan had miscellaneous income of \$2,807,140.

Información Adicional

Si tiene dificultad en la interpretación de este Sumario del Reporte Anual, por favor escriba o llama a la oficina de Robert D. Martin, que es el Director de los Servicios Administrativos de el Bakery & Confectionery Union & Industry International Health Benefits Fund, 10401 Connecticut Avenue, Kensington, Maryland 20895-3960, (301) 468-3750.

Funds' Trustees

Following is a listing of the trustees currently serving on the boards of each Fund:

Union Trustees—Frank Hurt (Chairman), Intl. Pres.; David B. Durkee, Intl. Secy.-Treas.; Joseph Thibodeau, Intl. Exec. Vice Pres.; Jeanne A. Graham, Intl. Vice Pres.; Bobby Ray Mercer, Intl. Vice Pres.; Art Montminy, Intl. Vice Pres.; Robert Oakley, Intl. Vice Pres.; Randy D. Roark, Intl. Vice Pres.

Employer Trustees—Richard B. Cook (Secretary), Vice Pres., Labor Relations, Interstate Brands Corp.; James D. Ferber, Director of Human Resources, Keebler; Milton Minter, Sr. Director, Human Resources, Nabisco Baking Co.; Louis Pasquesi, Jr., Vice Pres., Human Resources, Gonnella Baking Co.; John Wagner, Vice Pres., Labor Relations, The Kroger Co.

LOCAL *View*

113 Years



On November 4, BCTGM Local 36 (Dubuque, Iowa) honored four recent retirees of Earthgrains/Sara Lee. Fin. Secy. Tom Wach and Chf. Stew. Arnie McCarthy presented the members, who collectively represent more than 113 years of union membership and seniority, with union-made Bibles. Pictured here (from left) is Wach, Harlan Nauman, Roger Heffner, James Bechen, Don Long, and McCarthy. Not pictured is Jim Bechen.

BCTGM-PAC

Local 25 (Chattanooga, Tenn.) Fin. Secy./Bus. Agt. George Bolton (left) presents a BCTGM-PAC check to U.S. Rep. Candidate Lincoln Davis during a Democratic fund raiser in September. Davis was elected to Tennessee's 4th District.



Eager to become known within the community, members of Local 531 (London, Ky.) participated in the town's 13th Annual World Chicken Festival Sept. 26-29. London, the home to the first restaurant of Colonel Harland Sanders



Proud to be Union

(founder of Kentucky Fried Chicken), holds this annual tribute that is attended by more than 250,000 people. Pictured here (from left) on the local's parade float is Lady Liberty Kathy Powell, Uncle Sam, Romona Crawford and several children of union members.

Local 19 (Cleveland) Pres. Paul LaBuda (right) presents a BCTGM-PAC check to U.S. House of Rep. Candidate Tim Ryan. Ryan was elected on Nov. 5 to represent Ohio's 17th District.



Labor Support



Active Retirees

Pictured here during their 2002 picnic are Local 83 (Buena Park, Calif.) pensioners who enjoyed a day of food, fellowship and fun.

Bring the 21st Century Home

BCTGM
POWER

Technology can be practical and fun. The Union Plus Computers & Tech Program brings knowledge and convenience to working families. Every union family member—from children doing homework to parents managing finances—will benefit from these offers.

Union members can plug into these discounts:

IBM Discount: Enjoy 10% discounts on selected computers and accessories from one of the biggest names in technology.

Dell Discount: Use your 5-10% discount on selected systems from Dell—and check out constantly changing hot deals!

For more information on this program or to order online, visit:
<http://www.unionprivilege.org/benefits/computer/>



COMPUTER SHOPPING BASICS

Picture yourself using your new computer. You might think you know nothing about computers, but you'll be surprised by your preconceived ideas and preferences. Is your ideal system a desktop or a laptop? Are there a variety of peripherals such as printers and scanners and external speakers connected all over? How large (or small!) is the monitor?

Why do you need a computer? The first and probably most important thing to do is have a clear idea of your purpose for buying a computer. For example, do you want it for simple word processing or do you need it for a broad range of tasks like spreadsheets, access to the Internet and multimedia applications? This will help you determine what software and hardware you need for your computer.

Background reading: If you don't know much about computers, do some background reading so that you have an understanding of the basic components and how they work. Scan the computer sections of newspapers, PC magazines, check with user groups, library and Internet resources.

Speed: Decide the performance level you need from your computer. This depends on what you plan to use it for. Computer games, multimedia and desktop publishing software require a faster computer whereas simple word processing software can run satisfactorily on a less powerful computer.

The performance level your computer is capable of is determined by a combination of variables: the Central Processing Unit (CPU); the Motherboard; the amount of Level 2 cache (high speed memory) installed; the memory installed; and the internal hard drive.

Memory: Make sure your computer comes with enough Random Access Memory (RAM) to efficiently operate your software. RAM is measured in Megabytes (MB).

Storage capacity: Make sure the hard disk has sufficient

storage capacity to store your information and programs. Storage is measured in Megabytes (MB) or Gigabytes (GB).

Ability to upgrade: You may want to consider buying a computer, which is upgradeable. This means that you will be able to replace existing components with up to date and faster components at some stage in the future.

Pre-installed software: Sometimes the software you purchase is preinstalled. If this is the case you should always make sure that you are also given the original media (e.g. diskettes or CD Rom).

Shareware: Many of the software 'bundles' on the market come with shareware. Shareware is software that is offered to users on a trial basis. This software is provided on the condition that if you use it on a regular basis you will send a payment to the authors. Manuals for shareware may come on a CD or floppy, but more often than not, as a downloadable file from the Internet.

Anti-Virus Software: Viruses are hidden instructions, which can move through networks and operating systems and become embedded in programs. They can destroy data or display messages. It's a good idea to purchase anti-virus software. This is particularly important if you plan to use Shareware and the Internet, as your chances of picking up viruses are greatly increased.

Availability: Make sure the goods are in stock. If not, get the retailer to give you a firm date when the stock will be available. You may wish to make the purchase of your computer subject to the computer being available by a certain date.

Taking delivery: Before taking delivery of your computer it's a good idea to open the boxes and make sure that all the components are actually there. Some consumers ask the store to have their computer set up and working properly before agreeing to accept the goods or making their final payment.

Seasons Greetings



Frank Hurt
International President

David Durkee
Secretary-Treasurer

Joseph Thibodeau
Executive Vice President

Larry Barber
Executive Vice President

*We wish all
our members a
Happy and Safe
Holiday Season.*