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BCTGM *News*

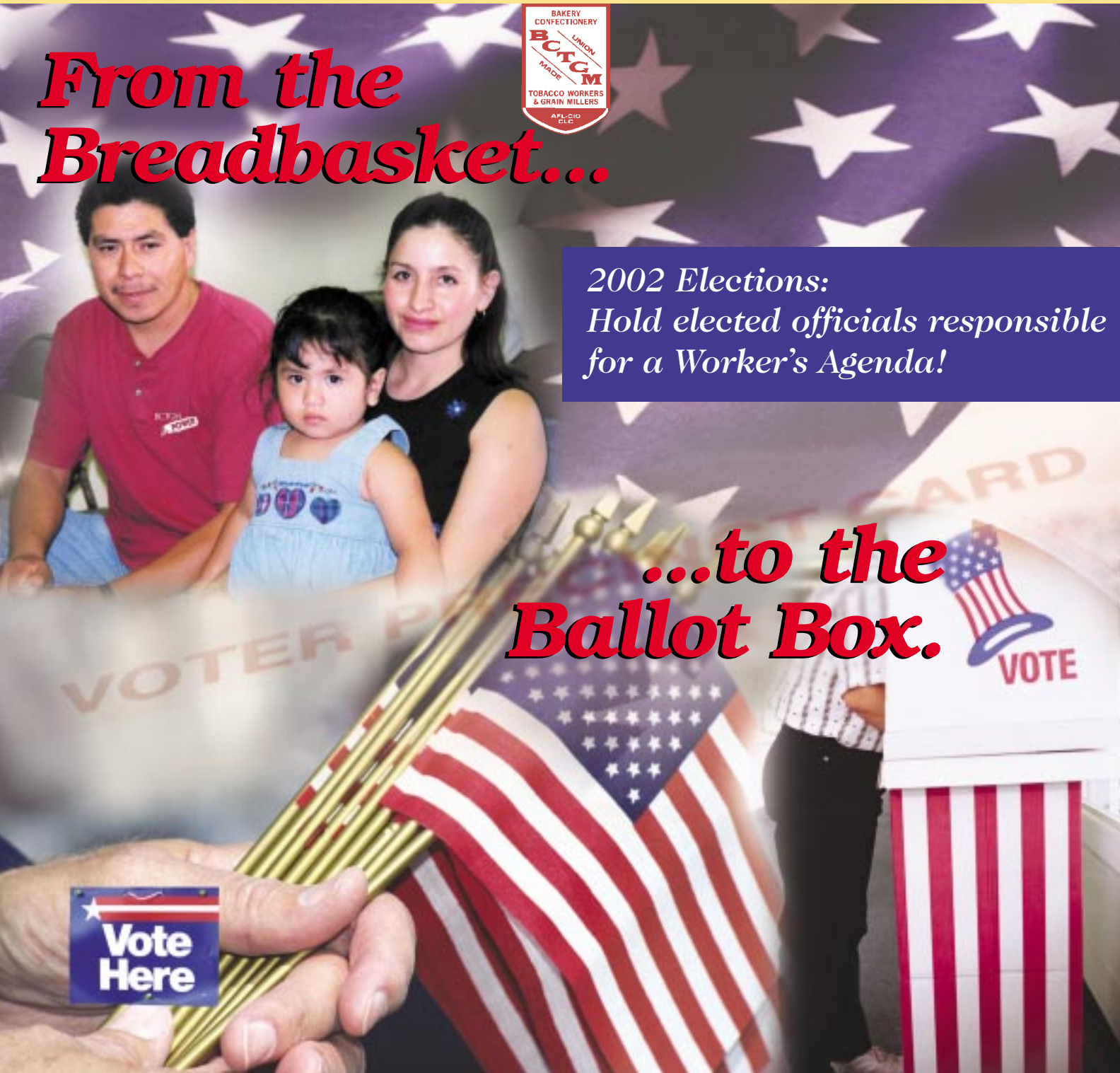
VOLUME 4
NUMBER 5

***From the
Breadbasket...***



*2002 Elections:
Hold elected officials responsible
for a Worker's Agenda!*

***...to the
Ballot Box.***





the PRESIDENT'S MESSAGE

Holding Corporations Accountable

The division between workers who do the job and CEOs who reap the profits has never been more obvious than it is today, with the ever-

lengthening list of corporate criminals whose greed has been exposed in the collapse of major U.S. corporations.

In 18 months, the stock market lost \$4.5 trillion in value and more than two million people have lost their jobs. A wave of corporate scandals has eroded people's fundamental faith in our nation's free markets, and scores of corporations have become bankrupt. Consumer confidence dropped in each of the last four months and is at the lowest level since November 2001.

Enron, WorldCom, Adelphia, Dynegy, Global Crossing, Qwest, Tyco, Xerox, Cisco. These are the corporate giants who were held up as the paragons of excellence. While investors were losing most—if not all of their earnings, the top officials of many of these companies were getting extraordinarily wealthy and the jobs of millions of workers were wiped out.

Meanwhile, while workers and shareholders suffered from the weak economy and the poor corporate performance that accompanied it, executives protected themselves from the risk of their own failure.

Workers and their families are the real victims of the greed that is gripping American business. We pay with our jobs, our health care and our retirement security when corrupt corporate insiders are allowed to pillage the companies built by workers. We are also shareholders and we lose when our savings aren't invested for the highest long-run return and managed to support authentic corporate accountability.

As stock prices declined in 2001, so too would executive compensation, it would seem.

Still, CEO pay remained high, with CEOs banking more in a day than average workers earn in a year. If the average annual pay for production workers had grown at the same rate since 1990 as it has for CEOs, their 2001 annual earnings would have been \$101,156 instead of \$25,467. If the minimum wage, which stood at \$3.80 an hour in 1990, had grown at the same rate as CEO pay, it would have been \$21.41 an hour in 2001, rather than the current \$5.15 an hour.

But what doesn't get reported in the total CEO compensation figures are the many ways CEOs are shielding themselves from the same risks employees face. For years, CEOs have gotten "golden parachutes"—severance agreements that promise cash payouts if the CEO is fired or the company is bought or goes bankrupt. While workers may be lucky to receive two weeks' pay if they are downsized,

a typical golden parachute pays the CEO three years of salary and bonus.

What incentive does these CEO's have to be successful? They are rewarded whether they grow the company or run it into the ground. How can we put workers' jobs at the mercy of a system like this?

When it comes to retirement security and job security, there is a double standard for executives and workers. At the same time workers face layoffs and benefit cuts, CEOs are protecting themselves from the same risks they ask their own workers to take.

We have to reshape our corporate priorities and put people first. We have to hold CEOs accountable and put integrity back into the companies they lead. We have to give shareholders a voice in the companies they own.

Rebuilding authentic corporate accountability and restoring integrity to America's capital markets requires the cooperation of every major American economic and political institution.

Only when our nation's corporations are fully accountable will confidence in American business be restored. The BCTGM has always done our part by fighting for the strongest contracts, good legislation and excellent health benefits and pensions for our members.

We demand that Corporate America show this same commitment.

Frank Hurt

BCTGM International President



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BCTGM-PAC: Politics in Action!

BCTGM members throughout the U.S. have given generously to BCTGM-PAC in an effort to elect worker-friendly policy makers who commit to supporting a working family agenda. Pictured here are various BCTGM representatives presenting pro-union candidates with PAC donations.

Local 19 Pres. Paul LaBuda (right) presents U.S. Senator Ted Strickland (D-Ohio) with a BCTGM-PAC donation to aid in his re-election.



Intl. Rep. Dan Gust (right) presents U.S. Rep. Earl Pomeroy (D-N.D.) with a BCTGM-PAC check.



Intl. Rep. Bill Daunhauer (left) presents a BCTGM-PAC check to Jack Conway, who is a candidate for Kentucky's 3rd Congressional District seat in the House of Representatives.



Local 315 (San Diego) Sec.-Treas. Deborah Lacey-Zuelsdorf (right) presents a BCTGM-PAC check to U.S. Rep. Bob Filner (D-50th CA) at his annual birthday picnic in Chula Vista, Calif.

In Texas, Intl. Rep. Dale Nichols (left) presents Democratic U.S. Senate candidate Ron Kirk (right) with a BCTGM-PAC check.



Built on Local Pride

The Artisan Baking Center Opens in New York

Many people do not think that the art of the bread making is in itself a career. However, in New York City, there is a high demand for various gourmet breads and specialty bread products. Chefs at catering services, restaurants, and hotels depend on artisan bakers to create unique types of bread and pastries for their establishments.

“Artisan bread has been around for centuries,” notes Larry Atkins, secretary-treasurer of Local 3 (Long Island City, N.Y.). “It was embraced by kings and queens. I want to bring that sense of pride back.”

Atkins’ passion for his trade, artisan bread making, led him to spearhead the effort for the development of a special training center to train individuals for careers in the craft.

The Artisan Baking Center, located in New York City, was conceived when Local 3 and leading union companies began to recognize that there were not enough skilled bakers in the industry for the new products

that were developing. Working with the BCTGM International Research & Education Department, the New York City Central Labor Council and the Consortium for Worker Education, Atkins helped attain



a \$1.7 million grant for training in skills shortages from the U.S. Department of Labor, Employment and Training Administration.

The group based the grant proposal for the center on the country’s growing desire for wholesome, unprocessed foods and a subsequent job shortage in artisan bakeries. The scope of services for the two-year grant projects training 75 new workers to join the industry, 225 employed bakers to upgrade their skills and 10 master bakers to become trainers.

“The idea grew out of a need for artisan bread that sprang up in the past five years,” said Atkins, who serves as the president of the center. “Large companies that are heavily automated don’t train their bakers in the art of baking. Each person just has his or her own individual

task and that is all they know.”

The Artisan Baking Center is the only training center of its kind. By offering free courses to experienced bakers, as well as those who would like to start working in the baking industry, they teach students the art of “fancy bread making.” Students at the

center learn how to twist dough in various shapes and create specialty desserts that are often served by high-end catering serv-



ices and other prestigious establishments.

The school provides state-of-the-art training to bakery workers affiliated with Local 3, to Artisan Bakeries throughout the city and to job seekers interested in learning baking skills. An active committee of both labor and management representatives designs the curriculum, assuring that the courses and training align with industry and worker needs. International Executive Vice President Joe Thibodeau serves on the center's Advisory Board.

The Artisan Baking Center offers hands-on entry-level classes and continuing education in a modern, professional bakery. Classes are offered in job training for those who have no experience, but are interested in careers as bakers as well as the artisan baking classes for working professionals who are looking to learn more about their craft.

The center donates its freshly-baked bread (olive loaves, rosemary bread and foccacia), bear claws, rugelah, brownies,

fruit tarts, cakes and pies to Catholic Charities in Astoria, N.Y.

The center not only allows students to get hands-on experience in baking, but it also offers valuable job-training courses that can assist them throughout their careers, such as work-readiness training and food and work place safety. Other classes that might serve the future bakers such as English as a second language and computer skills are offered as well at the state-of-the-art facility.



“...Students at the center learn how to twist dough in various shapes and create specialty desserts that are often served by high-end catering services and other prestigious establishments.”



One Man Makes a Big Difference

Marvin Hillsman is known as a caring, dedicated individual to fellow members of BCTGM Local 100G (Cedar Rapids, Iowa). And while his more than 22 years of union membership proves this, it is his role within the community that truly defines his remarkable personality.

Hillsman works as a maintenance mechanic at the Penford Products plant, a wet corn milling facility where starch is modified into chemical starches for use in the paper and textile industries. When he isn't at the plant, he is out doing what he loves the most: helping to raise money for area children.

Since 1993, Hillsman has been an active volunteer for the Big Brothers Big Sisters of Cedar Rapids & East Central Iowa. Part of the Big Brothers Big Sisters of America, the mission of the non-profit group is to "help boys and girls achieve their full potential through one-on-one mentoring relationships with caring adults."

Hillsman's fundraising efforts for the Chapter's annual "Bowl for Kids' Sake" has yielded a grand total of \$64,130. Last year he raised a record total of \$8,751 and continues to be the groups fundraising leader having raised \$8,556 in 2002.

"Marvin is a trustee and a longtime devoted union member who never misses a union meeting," said Local 100G President David Holmes.

"He is a strong supporter of the BCTGM and represents what is possible for all of us to achieve. He works really hard at his fundraising efforts and his hard work benefits a lot of kids in our area. He goes door-to-door, holds auctions and proves to us all what can be done if a person serves with purpose and passion," concludes Holmes.

According to Holmes, Hillsman always follows up each donation with a personalized thank you. His enthusiasm is



Linda Henecke (right), Exec. Dir. Of Big Brothers Big Sisters of Cedar Rapids & East Central Iowa, congratulates Local 100G member Marvin Hillsman (left).

contagious, said Holmes, noting that other BCTGM members and Penford Products have gotten involved in the fundraising effort.

Penford Products encourages its employees to join Hillsman in his efforts to raise money for the group by participating in the "Bowl For Kids' Sake" event. In 2001, in recognition of Hillsman's outstanding efforts for Big Brothers Big Sisters, Penford Products presented him with a free airline ticket.

According to Linda Henecke, Executive Director of Big Brothers Big Sisters of Cedar

Rapids, Hillsman's dedication is extraordinary.

"Marvin pursues each donor via a personal letter, a visit or phone call. Sometimes it takes five or more attempts to reach a donor, gain their commitment and follow through on the pledge. Imagine the time Marvin invests in this effort. The average gift given to Marvin is less than \$50, which requires him to work long and hard to generate his overall total," Henecke recalls.

"He is a wonderful, caring man. One would think that a person so dedicated to this cause would be someone that was personally involved in the agency's program or was personally motivated by the rewards and recognition that will come as a result of the success. That's not true of Marvin. From what I can tell, Marvin simply does this because of his concern and care for the community in which he lives and works," adds Henecke.

Big Brothers Big Sisters is the oldest and best known mentoring program in the United States. The Cedar Rapids chapter receives its financial support from a variety of sources including foundations, corporations, area businesses, the United Way, "Bowl For Kids' Sake" and individual donations.

Big Brothers Big Sisters provides mentoring relationships between adult volunteers and children primarily from single-parent families. There are 500 programs throughout the U.S. To learn more about Big Brothers Big Sisters, check out www.bbbsa.org.



BCTGM Prepares for Provincial and Federal Elections

When Canadian Prime Minister Jean Chretien announced in September that he would not seek re-election in 2004, the countdown to the next Federal election began. The importance of this election, along with a host of Provincial elections during the next two years, is something the BCTGM—and the entire Canadian labour movement—is watching closely.

after poll indicates that working Canadians want safe working conditions, accessible health-care, corporate accountability, a secure retirement, and an end to the wage gap. These are the issues the labour movement must focus on.

The opportunity for organized labour to have a profound impact on the political arena in Canada begins with party leader-

President Sean Kelly, “We must pressure all political parties to elect worker-friendly candidates. What is the use of having a multi-party system if none of the candidates share your vision for a fair and just society.”

The need for labour’s active participation comes at a crucial time. During the past decade Canadians have witnessed an erosion of key social programs as well as a deterioration of workers’ rights. Labour laws have been compromised, employment insurance has declined, health-care gutted, and other worker-friendly programs abolished. This has occurred at both the Federal and Provincial levels.

To ensure that political parties and their leadership are committed to a working people’s agenda, the labour movement must use its leverage at the ballot box. “We need to impress upon all candidates that workers demand a seat at the table, and if that is not in the cards, then we will take our vote elsewhere,” said Kelly.

Members can become active by writing their MP’s and MPP’s, attending party debates, questioning potential candidates, and getting themselves involved in local campaigns. According to Georgetti, “Remind politicians they have to listen to us—but they cannot hear us if we do not speak up.”



In his Labour Day address, Canadian Labour Congress (CLC) President Ken Georgetti called upon the nation’s organized workers to demand a working people’s agenda from politicians. Georgetti encouraged workers to insist from politicians “that they address your issues and reflect your values.” Poll

ship conventions. Culminating with Chretien’s announcement, new party leaders will need to be chosen for the Progressive Conservative Party, the New Democratic Party, and the Liberal Party, prior to the election. It is during this process that unions need to get involved. According to International Vice

BCTGM PLANS A POWERFUL PRESENCE IN THE 2002 ELECTIONS

The battle for control of the most closely divided U.S. Congress in 70 years is hitting the home stretch. For America's working families, there is an enormous amount at stake in the outcome of the November elections.

“The BCTGM International is engaged in the union’s most intensive effort ever to elect men and women to Congress who are committed to improving the lives of working people. This year’s elections provide a unique opportunity for organized labor to shape the nation’s policy agenda for years to come. The BCTGM is energized. We will be front and center in labor’s effort to seize this opportunity,” declared BCTGM International President Frank Hurt.

★ Sharp Differences on Crucial Issues ★

The results of the November elections will determine the direction Congress takes on a wide range of issues critical to the well being of workers, their families and their unions—health care, prescription drug coverage, retirement security, trade policy, labor law and workplace health and safety.

The current Republican leadership of the House of Representatives, with strong support from their allies in the employer community, has vigorously pursued an anti-worker, pro-corporate legislative agenda.

During the current 107th Congress, the House leadership rammed through:

- Massive tax cuts overwhelmingly benefiting the wealthiest Americans and the largest multi-national corporations;
- A repeal of the OSHA ergonomics and repetitive motion standard, the most significant workplace health and safety protection in decades;
- “Fast track” trade legislation that will lead to more lousy trade deals like NAFTA, which cost tens of thousands of American workers their jobs;

- A phony prescription drug program which is run by the HMO’s and the insurance industry and leaves too many seniors without any meaningful coverage;
- A weak, watered-down plan to protect workers’ pensions and 401(k)s;
- A federal budget that calls for large cuts in workplace safety, health and job training, and programs to enforce the nation’s employment laws.

The U.S. Senate, by the narrowest of margins, has a more worker-friendly majority. The Senate Democratic leadership has been able to put the brakes on much of the anti-worker legislation coming from the House of Representatives.

At the same time, the Senate leadership has focused on legislative initiatives that would benefit working families:

- A Medicare-based prescription drug coverage benefit covering ALL seniors;
- An effective plan to control skyrocketing prescription drug costs;
- An increase in the minimum wage;

- Revitalization of workplace safety and health programs;
- A strong, comprehensive plan to protect workers' retirement benefits, including Social Security;
- An extension of unemployment benefits;

- A revitalization of worker training and retraining programs.

Unfortunately, Senators opposed to programs that put working families first have been able to stifle progress on these important initiatives.



★ BCTGM Political Action: Fighting for the Workers' Agenda ★

The BCTGM political action program is now in high gear. The International is coordinating with regional Vice Presidents and local officers to inform our members about candidates and where they stand on the issues. We are providing new materials to our locals that will help them maximize member participation in the electoral process.

We are also working with the AFL-CIO and state and local labor federations to strengthen labor's get-out-the vote (GOTV) and phone bank operations in nearly every state.

The BCTGM is meeting with candidates for the House and Senate from across the country. We are questioning them on the issues that matter most to

BCTGM members and their families. Only those candidates, Democrat or Republican, who make a commitment to stand up for working families will receive support from BCTGM-PAC.

"The great strides that have been made over the past two years in building BCTGM-PAC have enabled our union to be an even more influential player in the political process. But we cannot let up one bit. We will never match our employers' ability to raise and spend enormous amounts of money on candidates who support their corporate agenda. But we must remain competitive through BCTGM-PAC in order to advance the working families' agenda," explained Hurt.



★ Time to Make the Stand ★

As members receive this edition of the *BCTGM News*, there will only be a few short weeks until Election Day 2002, November 5.

In summing up the challenge before the BCTGM, Hurt explained, "Improving the lives of working people is accomplished at the bargaining table and at the ballot box. The BCTGM negotiates

excellent contracts for our members. But our gains can be wiped out if we are not successful at the ballot box.

I am confident that BCTGM members will do what it takes between now and Election Day to protect our jobs, our rights and our standard of living."

U.S. Tobacco Jobs Under Attack

Local Unions Plan Defense

The continued assault on the tobacco industry, the rise of regressive and unfair cigarette taxes, and a steady decline of jobs topped the agenda of the 2002 BCTGM U.S. Tobacco Presidents and Vice Presidents meeting in Richmond, Va.

Local union officers focused on options to fight the regressive tax increases that may result in more jobs being shifted to lower paying non-union plants overseas.

“While attacking the jobs of our members, they continue to siphon money off the process. The end result simply shifts more

jobs out of the U.S.,” said Tobacco International Vice President T.J. Warren.

“Our members are being ignored and left out by those leading and supporting the annihilation of our members. These people have only new assaults to launch and no solutions to offer, other than leaving workers to fend for themselves,” Warren noted.

The officers expressed individual as well as collective concerns and discussed ideas on how to communicate, educate and activate BCTGM members in political programs to take their message to policy makers in the state capitols and Washington, D.C.

Assistant to the President Bob Harbrant made a presentation and led a debate on the issues, information and the internal and external forces involved in the attempts to eliminate the U.S.

“As BCTGM International President Frank Hurt has said repeatedly—tobacco is a legal product and federal, state and local governments collect monies everyday from its sales, but our members are expected to stand on the shores and watch as their jobs sail away.”

Harry Kaiser, a BCTGM consultant, spoke of the need for action at the federal and state levels to personally and vividly address issues confronting tobacco workers. Kaiser offered specific suggestions on how to approach policy makers and

Represented at the annual meeting were the presidents and vice presidents of Locals 16T (Louisville, Ky.), 176T (Durham, N.C.), 192T (Reidsville, N.C.), 203T (Richmond, Va.), 229T (Concord, N.C.), 317T (Greensboro, N.C.), 359T (Hopewell, Va.) and 362T (Macon, Ga.).



tobacco industry and ultimately, BCTGM jobs.

“It is time to tell our history, show our pride, make our case and present the facts about how our members are not receiving a fair hearing or a fair shake as their livelihoods are being pulled out beneath them,” said Harbrant.

politicians regarding the concerns, dangers and hardships workers are confronted with on a daily basis.

Local leaders exchanged views and reviewed contract developments, plant issues and how they were attempting to meet the challenges in their respective areas.

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Thankful to be a B&C Pensioner

The following was excerpted from an editorial written for the BCTGM News by retired Local 25 (Chattanooga, Tenn.) Business Agent Jack Irby. Irby continues to be an active presence in the labor movement and currently serves as the labor coordinator for the Members' Assistance Program in Nashville. His editorials are published regularly by The Tennessean and have appeared in various other notable publications including the USA Today.

Daily, we are witnesses to the corporate scandals wherein many CEO's are being charged with deliberately inflating their company profits. They have begged, borrowed and stolen company stocks and funds by "lying" to quench their thirst for greed. And by so doing they have stolen obscene amounts of their employees 401(k) retirement money. Sadly, future retirees of these companies have virtually lost all of their life savings.

We've also seen how corporate CEO's encouraged their employees to invest more of their earnings in their own company 401(k) plans. Workers were told that their company was doing well. As a result many employees invested "all" of their 401(k) contributions in their "own" company's stock. Everyone perceived that they were accumulating large sums of money for their retirement. Everyone was on a roll. And then, the truth finally came out.

Our President and Congress has vowed to prosecute these CEO Corporate Pirates. Some have been arrested. Employees and investors have now lost all confidence in their 401(k) retire-

ment systems. Employees don't trust their own company officials to be honest. We've seen several companies go bankrupt. Many workers are losing their jobs. The stock market has gone down like



Jack Irby

a lead balloon. Many are wondering if they will in fact have any funds left for their retirement. This is a very unfortunate situation for many workers facing retirement.

Fortunately, those of us who are in the B&C Pension Fund do not have to worry about our retirement funds being stolen or disappearing before we retire. Our BCTGM International Union has made sure pensioners will receive their pension checks for as long as they live.

I filed for my pension in June of 2000 after being in the baking business for 20 years. I also spent eight years as a full-time business agent of my local. My career as a bakery worker began in 1972 when I was hired by the

American Bread Company as a breadroute salesman. I soon joined the Union and became active in my local. One of the first things I learned was that for "every hour" that I worked, my employer was contributing to the B&C Pension Fund for my retirement. This was part of my benefits package. At that time, I did not fully realize the importance of my B&C Pension. Now, I do.

Through the years, I served my local as shop steward, Vice President, President and finally, as the full-time Business Agent. I was part of the negotiating committee for more than 20 years.

In the 70's and 80's many of our members were primarily interested in increasing their hourly wage. In time, this changed. As our members became older they realized that they were fast approaching the age for their retirement.

I would hope that if your local is part of the B&C Pension Fund that you continue to raise your monthly pension benefit level as much as you possibly can. A good pension benefit is money in the bank for your members. The importance may not be seen now. But the time will come when your members will thank your local for negotiating a good pension for them.

To the B&C Pension Plan Trustees I say "Thank You." On behalf of all B&C Pensioners I thank you for your dedication to ensuring that our retirees have such a solid, strong and secure pension fund. A pension fund that helps provide each pensioner with the quality of life they so rightly deserve.

BCTGM Invests in the Future

Union Membership Pays for Twenty Scholars



The BCTGM proudly announces the winners of the 2002 BCTGM International Scholarship Program. Twenty \$1,000 one-time awards were presented to the below students. The program is open to members of the BCTGM and to the children of members, all of whom must meet the eligibility requirements established by the General Executive Board as well as the Rules and Procedures approved by the GEB.

The BCTGM International Scholarship Program is an example of the BCTGM's commitment to higher education. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM members across the nation.

Kathleen N. Brooks



Daughter of Gary Brooks
Local 50G,
Kellogg Co.

Hillary M. Holmes



Daughter of David M. Holmes
Local 100G,
Penford Products Co.

Ashlee N. Merritt



Daughter of Dennis Merritt
Local 59G,
General Mills

Shaun P. Swartz



Son of Sandra Swartz
Local 401G,
Kellogg Co.

Katie E. Brown



Stepdaughter of Jack Lovett
Local 362T,
Brown and Williamson

Therese M. Hughes



Daughter of Charles Hughes
Local 264G,
American Crystal Sugar

Sean W. Miller



BCTGM Member
Local 3G,
Kellogg Co.

Rafal W. Szymanski



Son of Jola Szymanski
Local 264,
Voortman Cookies, Ltd.
(Ontario)

Robert A. Digiandomenico



Son of Robert Digiandomenico, Jr.
Local 19,
Nickles Bakery

Linda Huynh



Daughter of Hoa T. Huynh
Local 6,
Philadelphia Chewing Gum Corp.

Chelsey L. Redmond



Daughter of Charles Redmond
Local 347G,
Quaker Oats

Matthew J. Thibault



Son of Andrew Thibault
Local 369G,
Southern Minnesota Beet Sugar

Joshua H. Fugitt



Son of Kevin L. Fugitt
Local 1,
Interstate Brands Corp.

Bryan M. Kluttz



Son of Ronald S. Kluttz
Local 229T,
Philip Morris, USA

Janitha K. Robinson



Daughter of Arthur L. Robinson
Local 149,
IBC—Wonder Bakery

Emily L. Wolf



Daughter of David Wolf
Local 340,
Rich Products

Wangongo M. Gbabu



BCTGM Member
Local 342,
Nestle USA

Jimmy Macias



Son of Eugenio Macias
Local 37,
Old Country Bakery

Brandon C. Smith



Son of Thomas E. Smith
Local 362T,
Brown and Williamson

Johnny Yu



Son of SiuFung Yu
Local 125,
Mother's Cake & Cookie Co.

2003 BCTGM International Scholarship Program

The BCTGM International Scholarship Program will award 10 \$1,000 one-time awards in 2003. At least one of the scholarships is designated for a Canadian and up to three of the 10 is designated for active members of the BCTGM. **The deadline for applications is January 31, 2003.**

To learn more about this special BCTGM membership feature, you can find the official rules and regulations for the 2003 BCTGM International Scholarship Program and the application on the union's website, www.bctgm.org.

Union Plus Scholarship Winners

Son of BCTGM Member to Pursue Academic Goals Through BCTGM Power Scholarship

Bryan Kluttz, son of long-time BCTGM Local 229T (Concord, N.C.) member Ronald Kluttz, has been selected to receive a 2002 Union Plus Scholarship award. Kluttz, who graduated in June with a 4.5 GPA, will receive \$1,000.



his union throughout his entire adult life. He has voiced his appeal for all to stand up in solidarity to achieve common goals. His conviction to fairness and opportunity for all inspires me to attack my objectives in each endeavor I undertake.

Bryan's achievements are particularly meaningful since he recently suffered a life-changing disability. He explains: "My life changed when I was diagnosed with a tumor on the lower right ventricle of my brain at the age of fourteen. After removal of the non-malignant tumor, I suffered paralysis of the nerves controlling the muscles in the right side of my face and eye." He adds that this disability has led to his decision to concentrate in chemistry as a pre-med major in college, eventually leading to his becoming a doctor.

Bryan speaks of the union's support of its members as the inspiration in his own life, noting his father's activities in Local 229T as the model: "My father has been affiliated with

"Without the benefits related to insurance negotiated by the BCTGM, my family would be inundated with the astronomical medical bills incurred over the past three years. The time diligently spent by the members of the union to achieve the many benefits for workers and their families is much appreciated."

**BCTGM
POWER**

Kluttz is among 101 students, representing 32 AFL-CIO unions, who have been selected to receive a total of \$150,000 in scholarships from the Union Plus Scholarship program this year. Applications and information on the 2003 Union Plus scholarship are available to download from the Union Privilege website, www.unionprivilege.org.

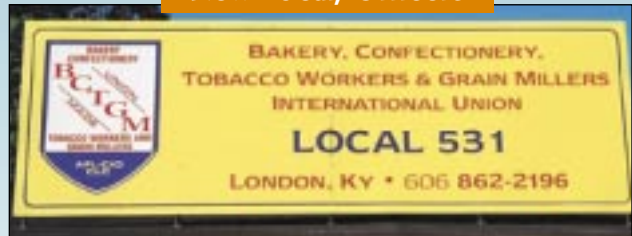


Service Awards

Thirteen members of Local 2T (Wheeling, W.V.) received service awards for 25 or more years of dedicated membership and one member received a 40-year award. Pictured here (first row, from left) is Gary Diettl, Walt Kettler Jr., Sandy Young, Donna Young, Virginia Conner, Arlie Crow, John Sayre, (back row, from left) Sherman Laresse, Mark Simon, Lohn Linsky, John Henry, Charles Cork and Jim Vance. Not present for the photo was Andy Pelhem.



New Local, Officers



In London, Ky. officers of the newly chartered BCTGM Local 531 take the oath of office. They are (from left)

Exec. Board member Harold Smith, Fin. Secy.-Treas. Patricia Smith, Sgt. of Arms Joey Patterson, Exec. Board member Ramona Crawford, Pres./Bus. Agent Daniel Baker, Co.Secy. Bernice Martin, and Vice Pres. Roy Combs. Pictured below the photo is the sign that hangs outside the new local's office.



40 Years

Proud of his more than 40 years as a union member, Local 2T (Wheeling, W.V.) member John Henry displays his certificate. Pictured here (from left) is Intl. Rep. Bill Daunhauer, Henry, Intl. Vice Pres. T.J. Warren and Local 2T Pres. Richard Dillon.

LOCALS MERGE

Since the November/December 2001 issue of the BCTGM News, the following local unions have merged:

- Local 74** (Spokane, Wash.) into Local 9 (Seattle) effective January 1, 2002.
- Local 393** (Boise, Id.) into Local 401 (Salt Lake City, Utah) effective January 1, 2002.
- Local 357** (Niagara Falls, N.Y.) and Local 429 (Buffalo, N.Y.) merged to form new Local 802 (Buffalo, N.Y.) effective January 1, 2002.
- Local 259T** (Wilson, NC) into Local 270T (Wilson, NC) effective March 1, 2002.
- Local 309T** (Richmond, VA) into Local 203T (Richmond, VA) effective March 1, 2002.
- Local 234G** (Houlton, ME) into Local 334 (Portland, ME) effective May 1, 2002.
- Local 397G** (Hastings, MI) into Local 326 (Detroit, MI) effective June 1, 2002.
- Local 361** (Tampa, FL) into Local 103 (Orlando, FL) effective July 1, 2002.
- Local 406G** (Island Falls, ME) into Local 334 (Portland, ME) effective July 1, 2002.
- Local 173** (Oklahoma City, OK) into Local 65 (Tulsa, OK) effective July 1, 2002.
- Local 430** (Cookeville, TN) into Local 25 (Chattanooga, TN) effective August 1, 2002.
- Local 63G** (Pendleton, OR) into Local 98G (Spokane, WA) effective September 1, 2002.

BCTGM Power Union Plus Mortgage & Real Estate



BCTGM Power Union Plus Mortgage & Real Estate makes refinancing and home-buying easier and more affordable for working families. Through Chase Manhattan Mortgage Corporation, one of the largest lenders in the U.S., union members can take advantage of convenient mortgage programs. Take a look at some of the benefits:

- Easy application process right over the phone or in-person
- Strike and unemployment/disability benefits to help you make payments when you're out of work
- Mortgage loans to purchase or refinance your home
- For refinancing: You could lower your rate, lower your monthly payments and shorten your loan term
- Down payments as low as 5%—and even lower for qualified buyers
- \$350 toward closing costs (for buyers who use both the real estate and mortgage portions of the program)

Home Financing Made Simple

Financing a home can be a complicated business, so why not leave it to the experts?

Mortgage counselors will walk you through the entire process of buying, selling and refinancing homes. We also offer special programs for first-time buyers.

Visit the Home Finance Center online at www.bctgm.org/benefits/index.htm for first-time home buyers' support, planning calculators



and information about the entire mortgage process. You can also call Union Plus Mortgage and Real Estate at: 1-800-416-5786. A program counselor will be happy to answer all of your home-buying questions—from how much house you can afford, to what type of mortgage will best suit your needs. They can also refer you to a professional real estate agent who can help you find a home in your price range.



BIG BUSINESS' ANTI-WORKER AGENDA

How to transform into a worker friendly agenda. **NOTE!**



While employers may talk a good game at home about concern for employees, their representatives in Washington D.C. are spending millions of dollars every year against the interests of workers, their families and organized labor.

BIG BUSINESS vs. WORKERS

Yes

No

Supports "fast track" and other trade legislation that encourages employers to close plants and ship production offshore.

Yes

No

Supports the repeal of vital workplace health and safety protections such as the ergonomics standard.

Yes

No

Supports a phony prescription drug coverage program that is run by the HMO's and insurance companies and leaves millions of seniors without coverage.

Yes

No

Supports federal "right-to-work for less" legislation to weaken unions.

Yes

No

Supports weakening Social Security through privatization.

Yes

No

Supports federal budget cuts for worker training and retraining programs.

Yes

No

Supports legislation which limits workers' ability to participate fully in the legislative and political process.

Their high-priced company lobbyists and industry trade associations such as the American Bakers Association, National Association of Manufacturers, U.S. Chamber of Commerce and the Snack Food Association are working the halls of Congress every day to promote their anti-worker, anti-union agenda.

Virtually every one of the employers the BCTGM has under contract is very actively involved in the Washington legislative process. So, when you hear about "BIG BUSINESS," they're talking about your employer.

The differences are clear: Big Business Works AGAINST Workers . . . the BCTGM Works FOR Workers!

BCTGM AGENDA

- ✓ Supports the creation of good jobs and safe workplaces
- ✓ Supports strengthening Social Security, not privatization schemes
- ✓ Supports affordable, quality health care for every working family
- ✓ Supports holding corporations accountable
- ✓ Supports protecting workers' freedom to form a union

