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Unity **POWER** *purpose*



A New Century of Commitment

Special
36th Constitutional
Convention
Issue



the PRESIDENT'S SPECIAL CONVENTION MESSAGE

A New Century of Commitment

The BCTGM 36th Constitutional Convention is now part of our proud history. The ambitious agenda we set for ourselves at that inspiring event, however, is just beginning.

During my key note address to the Convention, I challenged the delegates—much as I challenged myself, the International staff and General Executive Board—to reaffirm our unyielding commitment, to ensure dignity, justice and respect, for those we represent, and those we will represent, in the years ahead.

My thanks go out to the delegates to the 36th Constitutional Convention for making it a success and for the solidarity that pervaded the deliberations. This Convention elected me and my fellow executive officers, David B. Durkee, Joseph Thibodeau and Larry Barber, to another four-year term. Speaking on behalf of all of us, I express sincere appreciation to the delegates for their support and vote of confidence.

I know our path won't be an easy one. Achieving fundamental, valuable goals is never easy. That is why I challenged our delegates, and why I am challenging you, to answer the call of your Union—to respond to the mandates set forth at the Convention.

This was the first Constitutional Convention of the BCTGM. The merger of the BCT and the Grain Millers brought strength and solidarity, and hand in hand we will work as one. Our Convention theme, of "Unity, Power, Purpose" sets the tone for our future as a union. Together, we will bring to our union a new century of commitment.

We have waged many battles throughout our history. We have been an important part of a significant movement—a movement whose purpose has always been and always will be, to make life

better for our members and all workers in the United States and Canada—those who work at hard, physical labor to earn their daily bread.

At the Convention, we committed ourselves to organizing. You've heard it many times before, and as long as I'm your President, you'll hear it many more times—we commit ourselves to assisting those who want a voice at work to join our union.

We must organize to increase our power as a union. Employers have become more ruthless in their efforts to deny their employees the right to organize. They are reaching new lows in what they will do to keep the Union out. They are reaching new heights in what they are willing to spend to achieve that goal and after we win an election, they use any tactic to delay and deny workers a fair contract.

Convention delegates also committed the BCTGM to protecting U.S. and Canadian labor



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laws that ensure workers the freedom to organize into a labor union. Sadly, this freedom often comes with a cost. And that cost is paid in intimidation, fear and threats, which stalks too many worksites.

At the Convention, we resolved to hold corporate executives and directors to higher standards in governing corporations' affairs, and to make them accountable for their malfeasance and breach of trust.

Another area of great importance to BCTGM is political action. So important, in fact, that Convention delegates passed a resolution pledging aggressive voter registration and BCTGM-PAC check-off campaigns and full-scale get-out-the-vote operations for the 2002 elections. We must elect friends of labor in every federal, state, local and provincial government throughout the U.S. and Canada. Electing working-family candidates is an important key to our success as a union.

Unity, Power, Purpose. Our union is united and with that unity comes power—the power to stand toe-to-toe with employers and win. The



power to bring the benefits of trade unionism to those workers who have nothing standing between them and the whims of the boss. The power to elect men and women to political office who share our values and will fight for the interests of working families.

But above all, this Convention rededicated the BCTGM to a purpose, the noblest purpose of all—to improve the lives of working men and women. That was our Union's purpose at its founding more than a century ago. That is our Union's purpose today and will be our purpose tomorrow.

Frank Hurt

BCTGM International President





LEADERSHIP FOR THE 21ST CENTURY



Every four years, the Convention reserves one day for the nomination and election of the International Union's president, secretary-treasurer, executive vice president, as well as all vice presidents and members of the General Executive Board.

On Friday, July 19, delegates gave a unanimous vote of confidence to Frank Hurt by electing him to serve a third four-year term as International President of the BCTGM. They also elected Secretary-Treasurer David B. Durkee, and Executive Vice Presidents Joseph Thibodeau and Larry Barber.

During the election of the executive officers, President Hurt called on retired Secretary-Treasurer René Rondou to serve as the Temporary Chair of the Convention.

"With leadership comes responsibility. We all have a responsibility to do the best possible job we can to ensure that this union prospers over the next four years," said Hurt.

International President Frank Hurt



Upon opening nominations, Rondou called on Narciso Martas, President of Local 3 (Greater New York), who nominated Frank Hurt.

In his nominating speech, Martas stated, "The

man that I am going to place in nomination has been a trade unionist for 46 years. He is a hard worker, not afraid of long hours, not afraid to move around, not afraid to listen, not afraid to stop and talk to everyone. He is devoted to his union, the members and the labor movement in general."

Stressing the importance of unity, Martas concluded, "He is a believer who believes in what he does, the people he works for and the cause he promotes. He has the qualifications and the qualities to face up to the challenge of leading this great organization."

Hurt was unanimously elected by delegates, who honored him with a standing ovation and thunderous applause. In accepting the position, Hurt thanked the delegates, Executive Officers and International staff. "Being the president of this great International Union is a lot of fun and a lot of work. And I love my job and love my people so it is truly a labor of love. I look forward to leading you all and seeing you back again in four more years," Hurt concluded.

Secretary-Treasurer David B. Durkee



Nominating David B. Durkee for the office of International Secretary-Treasurer of the BCTGM was Laurel Koch, Financial Secretary of Local 114 (Portland, Ore.).

“David B. Durkee is a man of dedication, loyalty

and hard work. He has won the respect and trust of others because of his unflagging loyalty and dedication and has subsequently had many positions of responsibility requiring long hours of work, which he has willingly given to this union.

“It is with confidence that I place the name of David B. Durkee for International Secretary-Treasurer of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union,” said Koch.

In accepting the nomination, Durkee reminded delegates of a quote by former Mine Worker President John L. Lewis. “‘The labor movement is organized upon a principle that the strong shall help the weak.’ Brothers and sisters, this sums up what the labor movement is all about. And with that, I pledge to serve you proudly during the next four years,” Durkee concluded.

Executive Vice President Joseph Thibodeau



Ray Aquilino, Secretary-Treasurer of Local 102 (New York, N.Y.), nominated Joe Thibodeau for the office of Executive Vice President. “I have the honor to nominate a man who I feel symbolizes what a trade unionist

should be. He is a man who taught me what it takes to be a good labor leader.

“Some people teach from a book, this man teaches by example. He has been with this great union for over forty years and is our most senior executive officer. I am proud to nominate my friend and mentor, Joseph Thibodeau, for the office of Executive Vice President,” concluded Aquilino.

Upon accepting the office of Executive Vice President, Thibodeau said, “I have never forgotten where I came from. There was no silver spoon in our house, just a widowed mother doing her best to raise three sons to be honest and good men. It was a struggle for families then and continues to be a struggle today.

“I am honored to be able to contribute to the easing of that burden in some small way, through the work I do for this union. Thank you for allowing me to do the work I love,” Thibodeau said.

Executive Vice President Larry Barber



Mike Jens, Business Agent of Local 50G (Omaha, Neb.), nominated Larry Barber for the office of Executive Vice President.

“With great pride, I am nominating Larry Barber for the position of Executive Vice President of this

great union,” Jens stated.

In thanking delegates for their unanimous and enthusiastic vote, Barber said, “First, I would like to say as a former Grain Miller I am extremely proud to be a member and an elected official of the greatest labor organization in the world—the BCTGM.

“Thank you for this honor and privilege,” concluded Barber.



Delegates Chart a Course for the Future

The 500 delegates attending the 36th Constitutional Convention, the union's highest decision-making body, mapped out the BCTGM's course for the next four years.

Each of the 191 local unions represented at the Convention, as well as the International General Executive Board, had the opportunity to submit resolutions in advance.

Convention delegates considered 57 resolutions, including 26 from local unions. Prior to the Convention, the Committee on Committees assigned each resolution to a specific committee. Convention committees included Constitution, Resolutions, Political Action, Union Label & Education, Organizing, Pension & Benefits and Finance.

Committee meetings were held while the Convention was in recess. During these working

sessions, each resolution was thoroughly discussed. Once each group reached a consensus on their resolutions, a report was submitted to the Convention body, with a recommendation for action. Delegates were then given the opportunity to debate the committee recommendation and vote for or against the adoption of the resolutions.

In addition to setting the agenda for the next four years, this procedure provides the membership with a voice in the policy-making process of the International Union.

The following highlights some of those resolutions passed by delegates:

Political Action

The 2002 elections provide a critical opportunity to put control of the U.S. House of Representatives back into the hands of a pro-work-

er majority as well as to expand the pro-worker majority in the U.S. Senate. Delegates resolved to develop a full-scale get-out-the-vote campaign and establish or strengthen political action committees that will implement effective political programs.

Organizing

To speak with a strong voice in our industries, enforce our contracts and take collective action as well as to make political and legislative gains on the issues that affect BCTGM members, the



BCTGM must increase its organizing efforts. Delegates resolved to devote more resources to organizing, develop and expand our organizing programs, with each local union to set targets and develop plans to tackle its share of the organizing goal.

Collective Bargaining

Employers continue to seek to undermine the wages, benefits and standards BCTGM members have achieved, including efforts to shift health care benefit costs onto workers, loot pension plans, substitute part-time for full-time work, force overtime and other measures which undermine health, safety and living standards. Delegates pledged to increase efforts to “bargain to organize” by taking advantage of existing collective bargaining agreements to win organizing rights at other facilities within our industries. Delegates also pledged to increase internal organizing in order to resist the employers’ efforts to shift the costs of providing comprehensive family health benefits, and defend real defined benefit pensions.

Canadian Health Care

Organized labour, the health care industry, politicians and Canadian citizens oppose the privatization of the Canadian universal health care system. Privatization of health care in Canada would lead to increased costs and fees for most citizens, a



reduction in available services and a further reduction in health care staffing. Therefore, delegates resolved to fight for the survival of a publicly funded universal health care system and rejuvenate public funding for new hospitals, health care staff and new technologies. Delegates pledged to call on governments at both the national and provincial levels to make health care its top priority.

Labor Law

In both the U.S. and Canada, governments have systematically dismantled labor laws. In the U.S., delegates resolved to vigorously oppose federal and state legislative and regulatory proposals that hurt working men and women and undermine the rights of organized labor. In Canada, delegates pledged to support political candidates that support a broad, worker-friendly agenda, including concrete changes to Ontario labour legislation such as the reinstatement of anti-scab legislation and the card-based system of representation.



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BCTGM 36TH CONSTITUTIONAL CONVENTION





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CONVENTION SPEAKERS

Sweeney Addresses Delegates



The President of the AFL-CIO, John Sweeney, began his address by thanking President Hurt for his hard work on behalf of the U.S. and Canadian labor movement. Hurt serves as an AFL-CIO Vice President and a

member of the federation's Executive Council.

Sweeney reflected on the BCTGM's recent struggles with Earthgrains and Hershey and praised the solidarity of workers' on the picket lines, which ultimately brought about victory.

"Current events also remind us of what happens when we fail to place the right people in those positions of authority and trust," said Sweeney. "When I came into the labor movement over 40 years ago, our AFL-CIO unions represented about 13 million members . . . and we were a much more potent political force because we were nearly 30 percent of the workforce.

"In my city—New York City—and all across our country, politicians did more than tip their hats when they passed by a union hall. They were more likely to represent our interests and the needs of working families," he stated.

"Today they represent the interests and needs of big business and the wealthy—29 percent of Congress are millionaires themselves—nearly one in three—and too many of them honor us only with a one-fingered salute—and that, brothers and sisters, has GOT TO STOP!

"After the terrorists attacked the World Trade Center and the Pentagon, members of Congress couldn't praise workers and their families enough. But we soon discovered that while they were wearing hard hats in public they were padding the profits of their corporate supporters in private.

"Instead of honoring our heroes, they escalated their drive to make workers' jobs more dangerous, working family pocketbooks more barren, and working family futures more perilous. Under the fog of the war against terrorism they bashed working families with a fast-track bill to stretch NAFTA across the entire Western Hemisphere, they handed out billions more in corporate tax breaks in a 'relief bill' that left out millions of jobless workers," Sweeney proclaimed.

In conclusion, Sweeney asked delegates to join him in fighting for the justice working families deserve.

OFL President Speaks



In an enthusiastic address to the Convention, Ontario Federation of Labour President Wayne Samuelson defined union security as, "the ability to bargain with our employers and

with a powerful interest in the economy to be able to make a difference because of our collective strength."

Reflecting on the tactics of anti-union employers and the importance of building union power, Samuelson said, "Rotten, greedy and anti-union employers are driven by self interest. More profits at any costs; even if it means less jobs. Unsafe workplaces and laws that make it harder to form a union."

He reminded delegates that unions bargain with the employers for exactly the opposite—decent

wages, safe workplaces, dignity and security. “If you really want to curb the greed, you give workers more power to bargain better wages and working conditions. You raise the minimum wage and provide more opportunity to workers. Extend rights so every worker can participate in our democracies and have access to decent health care, a good education and a home to live in. You ensure that workers have a right to join a union without intimidation and threats from employers,” Samuelson noted.

Describing what motivates the labor movement in both the U.S. and Canada, he said, “A passion that in the face of powerful interests drives us to challenge the system. A passion for our members and the dignity, justice and respect they deserve. This is what gives us the collective strength to stand up to big money with powerful connections.”

Samuelson ended his speech by quoting a line from the song “Solidarity Forever.” He asked delegates to join hands and recited, “In our hands is placed a power greater than their hoarded gold.”

IUF General Secretary Addresses Delegates



Ron Oswald, the General Secretary of the IUF, in his Convention address, stressed the importance of global solidarity. Noting the disproportion of worker versus corporate power in the industries our members

work in, Oswald pointed out that some of these corporations have already grown to the point where their financial size exceeds the gross national income of a significant number of entire countries around the world.

“The growth of corporate power is no longer limited to one country,” he informed delegates. “Corporations to be viable today have no choice but to become global, and as they become global

we have no choice but to do the same,” said Oswald.

The IUF is a global union federation with 330 affiliated unions representing over 12 million members in 124 countries around the world. The BCTGM amongst those 330 affiliated unions.

“We fight all over the world so that our members can exercise the fundamental right to form and join unions and to affiliate those unions to the IUF,” Oswald said.

“And yet in so many places our members have to fight for this right because only by doing so can we ensure we can grow our global union strength as the corporations grow theirs,” Oswald stated.

Beyond this fight for rights, the IUF is also increasingly—and successfully—bringing those global companies to an international bargaining table where they are forced to recognize the IUF and negotiate. According to Oswald, this is being done in increasing numbers.

“And when we succeed in getting these major corporations across a bargaining table at the global level what do we bargain about? We bargain about rights. About whether the corporation throughout its global operations respects the rights of workers, and mainly whether it respects their right to be in a union. That way we can help leverage some critical space for our affiliates to organize and bargain with those companies on the ground,” Oswald concluded.

Kourpias Urges Retiree Commitment

George Kourpias, the President of the Alliance of Retired Americans and former President of the International Association of Machinists and Aerospace Workers, urged BCTGM members to return to their respective locals and encourage retirees to become activists for retired union workers.

He praised President Hurt and delegates for their active participation in the Alliance. In fact, “The BCTGM was one of the first unions to sign up

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retirees with the Alliance. Fifteen percent of all BCTGM retirees responded to our call to become activists. This percentage is one of the highest recorded by any of the participating unions," said Kourpias, who

also served as President of the National Council of Senior Citizens.

In defining the Alliance, Kourpias said, "We already have more than 2.7 million members—union and community-based retirees—and our sole purpose is to be an advocate for retired people and their families on the important issues facing them.

"To fulfill our mission, the Alliance seeks to influence government through action on retiree legislative and political issues at the federal, state and local levels," Kourpias explained. "The Alliance backs a progressive legislative agenda—an agenda for positive change and sensible preservation of what works for people."

Many of today's retired workers face some very serious challenges and many of them are struggling despite good union-negotiated pensions and retiree health benefits. "There are several reasons for this but the primary reason is corporate greed," said Kourpias. The greed of the insurance and pharmaceutical industries which has resulted in a severe health care crisis; the greed of unscrupulous executives at companies like Enron and WorldCom, whose actions have undermined the security of our pensions, Kourpias noted.

"The greed of those who want to privatize Social Security, the nation's primary retirement pro-

gram, so that Wall Street financial managers can invest the money and reap huge profits. But, brothers and sisters, I promise you that the Alliance will not allow Social Security to be sacrificed on the altar of Wall Street greed!," he proclaimed.

Kourpias also discussed the Alliance's efforts on Medicare, health care and prescription drug costs, pension security, and the 2002 elections.

McIntyre Stresses Tax Fairness

Bob McIntyre, the director and moving force behind the Citizens for Tax Justice (CTJ), reviewed the results of a new CTJ study. CTJ is the non-partisan research and advocacy group that fights for tax fairness at the federal, state and local levels.

According to McIntyre, this study "reveals for the first time who stands to benefit from the 2001-enacted Bush tax cuts in each year from 2001 through 2010."

Among the key findings:

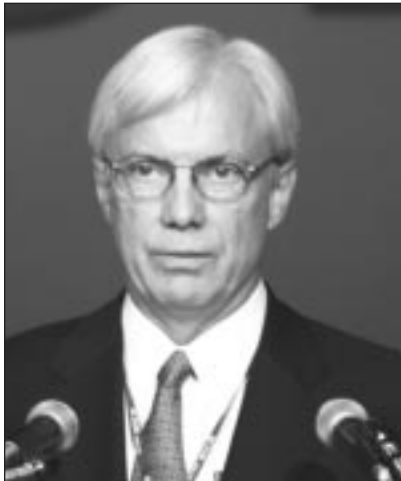
➤ Over the ten-year period, the richest Americans are slated to get tax cuts totaling almost half a trillion dollars. The \$477 billion in tax breaks the Bush administration has targeted to this elite group will average \$342,000 each over the decade.

➤ By 2010, when (and if) the Bush tax reductions are fully in place, an astonishing 52 percent of the total tax cuts will go to the richest one percent—whose average 2010 income will be \$1.5 million. Their tax-cut windfall in that year alone will average \$85,000 each.

➤ Tax cuts for the 19 percent of taxpayers making between \$73,000 and \$356,000 this year will grow a little over the next four years as the cuts in the upper tax rates continue to kick in, but then will dwindle thereafter.



Marco Gives Financial Presentation



Jack Marco, Chairman of the Marco Consulting Group and financial advisor to the International B&C Pension Funds, presented a detailed presentation on a wide range of financial issues. Among the top-

ics addressed by Marco were the performance of the Funds, the current state of the economy, corporate governance, and the impact the recent accounting scandals have had on working families.

Using a computer presentation to illustrate his points, Marco noted the excellent performance of the B&C Funds and its status as “one of the best performing multi-billion dollar fund plans in the country.” This despite the fact that the overall financial markets are down about 25 percent and B&C Funds are down only five percent.

Marco also spoke on the need to clean up corporate boardrooms and make corporate executives more accountable for their actions. On an optimistic note, Marco remarked how shareholders, like union pension funds and public employee pension funds, are now putting more pressure on corporations to make them more accountable to their shareholders.

Organizing is Survival, Says Johnson

Gloria Johnson, the President of the Coalition of Labor Union Women (CLUW), reflected on the founding convention of CLUW in Chicago in March 1974, noting that the goals of the group’s 3,200 delegates remained the same.

“The first of CLUW’s four goals is organizing the unorganized. Today as with yesterday, this remains the most important challenge to the American labor movement. Even though we have people with official organizing titles, every one of us who has this

union movement in our heart is an organizer,” said Johnson.

She recalled that when CLUW was first formed, only 12 percent of women belonged to unions. And while more women have entered the workforce, the percentage of women belonging to unions has stayed the same. “This tells us that we have the opportunity to increase greatly the number of women in the labor movement. Our issues haven’t changed. Working women have to make hard choices every day—like between paying for food or medicine or living in or out of poverty.”

Johnson reminded the delegates that issues like pay equity, sexual harassment, domestic violence, and contraceptive equity continue to be of great concern to women.

“The labor movement is the answer. We are oneness and the whole question of unity, equity, fairness is our priority. These issues haven’t gone away. Too many working women still exist in low paying, dead-end jobs. There are too many women out there working two and three jobs just to make ends meet. Organizing is the challenge and responsibility of us all,” concluded Johnson.



COMMITTEE ON COMMITTEES



COMMITTEE ON POLITICAL ACTION

COMMITTEE ON ORGANIZING



COMMITTEE ON CONSTITUTION

COMMITTEE ON RESOLUTIONS



**COMMITTEE ON UNION
LABEL & EDUCATION**
(CHAIRMAN & SECY.)



COMMITTEE ON FINANCE
(CHAIRMAN & SECY.)



COMMITTEE ON PENSION & BENEFITS



ORGANIZE!

Nearly 300 BCTGM members from 65 local unions were honored at the BCTGM 36th Constitutional Convention for their organizing efforts. Delegates were given special “BCTGM ORGANIZE!” shirts and asked to stand in recognition.

“Organizing is the job of every single BCTGM member,” International President Frank Hurt told delegates. To further stress the importance of organizing to the BCTGM, delegates passed a resolution pledging to “redouble our efforts to organize the unorganized in our jurisdiction” and “coordinate organizing campaigns, leverage resources, and forge broader coalitions to maximize power.”

