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April 28
Workers
Memorial
Day

Mourn
for the
Dead:
Fight
for the
Living!



the PRESIDENT'S MESSAGE

Remembering and Fighting On

On this Workers Memorial Day, the words "Mourn for the Dead, Fight for the Living" have never been so true. On September 11, 2001 thousands of workers lost their lives when they showed up for work that fateful morning. This number includes over 600 union members. And let us not forget about the thousands of workers who die tragically at work every year.

The latest challenge for labor is about more than honoring the deceased. And it is about more than fighting for safer working conditions in our plants and workplaces. It is about priorities. That working families are relegated to the bottom rung of this Administration's ladder is not coincidental. It is the predictable result of clear, specific and deliberate choices and priorities that elevate the interests of the wealthy and Corporate America over the rights and priorities of workers.

And yet polls suggest working Americans favor health care reform, corporate accountability, progressive tax reform, strict health and safety standards, reliable programs to deal with unemployment and plant relocation, and fair labor standards in international trade. These priorities reflect Americans desire for safe workplaces, accessible healthcare, a fair and just economy, and a safe and healthy retirement. However, the current Republican administration seems to ignore these priorities.

Consider that in the past year, 1.4 million jobs were lost—1.2 million of them in the manufacturing sector. The nation's wage and wealth gap has widened to historic levels, and while many workers are watching their retirement savings become decimated, corporate leaders are making millions.

Consider that in the past year, the Bush Administration has also joined the attack on the tobacco industry that employs more than 8,000 BCTGM members. In March, the U.S. Justice Department proposed sweeping new restrictions on the tobacco companies as part of the ongoing lawsuit against the industry, which the union has been fighting for nearly three years. This despite the fact that tobacco companies settled a lawsuit with the states for \$246 billion in 1998, that the tobacco industry gave tremendous support to the Republican Administration and that the tobacco industry remains a critical economic component for many states.

Consider that in a year in which the Administration's most prominent domestic achievement was a break-the-bank tax cut that conferred almost 60 percent of its benefit to the top 10 percent of wealthy Americans, the President and many in

Congress refused to extend economic relief to the unemployed unless it was coupled with enormous corporate tax breaks and accelerated tax cuts.

And finally, consider that even though the federal minimum wage is once again teetering at a 40-year low-valued at over \$2 less in real dollars than in 1968, the Labor Department recently invited input from employers on ways to make it even easier to hire full-time workers at less than the minimum wage.

The evidence clearly suggests that the current Administration, and certain members of Congress, do not share the same priorities as the labor movement and working Americans.

As we mourn those that have died while on the job this year, the labor movement's priorities remain clear: we cannot allow greed to grow and inequality to fester any longer. In a year when the political stakes are great, we must mobilize as never before around a legislative and political agenda for good jobs, economic security for our families and corporate accountability. In races at every level, from city council to governor to the U.S. Senate, we will ask candidates: What about workers? Are you looking out for average working families or corporate special interests? Whose side are you on? BCTGM members must ask these questions—and get them answered. Those who do not share our priorities—regardless of party—and continually refuse to put workers and their families first, will not get our support.

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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A Shining Example of BCTGM Excellence

Hillsboro, N.D.—Loyal, hard working, dedicated and kind hearted is how his fellow BCTGM Local Local 372G members describe Basil Almquist.

Basil B. Almquist, 74, began working with American Crystal Sugar in 1974 and has been a bulk sugar operator since May 1977. He has been a board member of Local 372G since its organization in 1975. In 1983, he was elected financial secretary, a position he proudly continues to serve.

Like most BCTGM members, Basil enjoys a comfortable life and has a loving family he adores.

Basil and Senora, his wife of 48 years, live in Cummings, N.D.

The Almquist's have four children.

His union membership has played an important role in every aspect of his life. His job at American Crystal has helped him put four children through college, provided health care coverage in family emergencies and enabled him to make it through some tragic events by giving him purpose and friendship.

In 1993, their daughter, Sharilyn, was in an automobile accident. Her neck was broken between cervical vertebrae four and five. Shari recovered but was left a quadriplegic. This greatly altered the family's life. Together, Basil and Senora planned and made all the required housing and healthcare modifications in order to care for Shari at home.

"Shari was not going to be put in an institution," noted

Basil. The couple devoted eight-and-a-half years to Shari's care and committed their lives to making hers as comfortable and as happy as possible. Being a BCTGM member and a longtime worker at American Crystal



Local 372G Fin. Secy. Basil Almquist (left) receives his 25-year pin from Pres. Terry Holm.

helped Basil meet the financial obligations

of Shari's care. Sadly, Shari passed away on May 13, 2001. Basil continues to work, and admits that his job and the friendship of his BCTGM brothers and sisters has been an important element in handling his grief.

Noting his pride in his job Basil says, "I like going to work and am glad that I can. Today's older Americans are the healthi-

"I like going to work and am glad that I can. Today's older Americans are the healthiest and most productive group in history."

est and most productive group in history."

Basil's job requires that he stay up-to-date with the latest technological advances including computer operations. "There are many new advances and techniques in producing more and better sugar at faster and more efficient levels," he says.

In 1999, North Dakota Governor Shafer honored Basil as an "outstanding elderly working in North Dakota." As the award demonstrates, Basil continues to serve as a role model for younger generations and inspires others as a reflection of grace and productive aging, demonstrating the value of lifelong learning and achievement while adding diversity to the workplace.

In addition to his contributions at work, Basil is a dedicated family man and community member.

And at 74, Basil insists he has no immediate plans for retirement. Every morning Basil walks to work, which helps explain his excellent health. By walking, Basil says, he gets to greet other BCTGM members either reporting for the day or going home after completing their shifts. "It is also a good time to think and meditate," he says. Basil also maintains a very large vegetable garden as well as several flower gardens in his immense yard.

"When the time occurs," Basil and Senora say they would like to do some traveling and visit their family. But until then Basil continues his life as a proud 25-year member of the union.

COMMUNICATING WITH CONGRESS

You have a voice . . . make it heard!

The 107th Congress will be deliberating a number of measures in coming months that will affect workers' lives. One of the best ways for BCTGM members to have their views heard on Capital Hill is through clear communication with their elected officials.

Don't underestimate the impact of communication from constituents! Senators and Representatives closely keep track of letters, emails, phone calls, and visits. Congressional Members need to understand how their actions will affect working Americans, especially their constituents who may have helped put them in office and can help take them out in the next election.

If you are not familiar with the name of your respective Members of Congress, contact the U.S. Capitol switchboard, (202) 224-3121, give the operator your zip code, and he or she will give you the names of your Representative and Senators. Union members can also access this information and learn more about labor-supported legislation and issues on the BCTGM's website, www.bctgm.org.

The following offers tips on communicating with Congressional Members. In many cases, personal communication from constituents may be the deciding factor on how a Member votes on an important issues affecting American workers and their livelihoods.

Communicate electronically

If you know your Congressional Member's e-mail address, this can be an easy and effective way to express your views. If you have access to the Internet, looking up a Member's e-mail address is as easy as consulting the legislative section of the International's web site (<http://capwiz.com/bctgm/home>). From there, you can access a members' voting record and send a personal e-mail greeting to his or her respective address.

Customized letters are also available on the

union's website to print out and mail (if you want a written response in return) or send via email. However, when constructing a personal email to a member of Congress, follow the same suggestions as for a printed letter. For the subject line of your email, identify your message by topic or by bill number. The body of your message should use this format:

Your name
Address
City, State ZIP
Dear (title) (last name),
Start your message here.

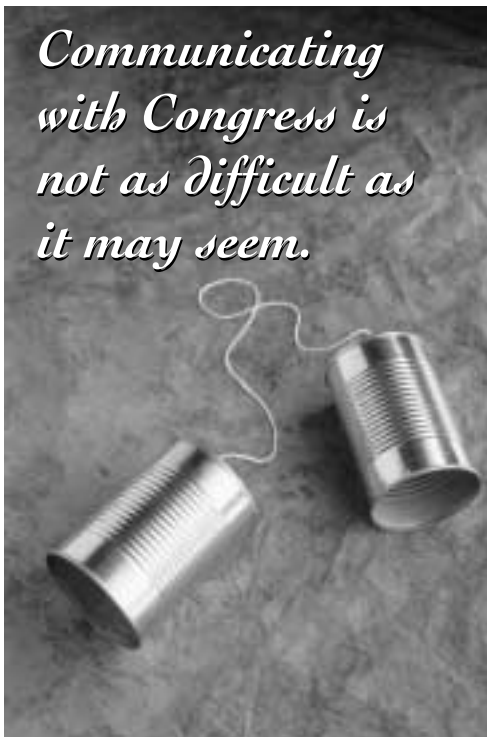
In 1998 and 2000, your Senators and Representatives had dozens of chances to cast their votes for or against working families. The BCTGM's electronic voting record, found in the legislative alerts section of the union's web site, will let you know where your lawmakers stand on working family issues such as Fast Track, fair wages, education, health care, workplace safety and worker's rights. The International's web site also posts a daily schedule for congressional happenings.

If you do not have access to the Internet, using the Almanac of American Politics, you can find a Representative or Senator by name or district, check his or her voting record, and find his or her address.

Write a letter

The letter is the most popular choice of communication with a

Communicating with Congress is not as difficult as it may seem.



Congressional office. If you choose not to use one of the custom letters found on the BCTGM's web site or do not have access to the internet, consider these helpful suggestions to improve the effectiveness of the letter:

State your purpose for writing in the first paragraph of the letter. Only address one issue in each letter; and, if possible, keep the letter to one page. If the letter pertains to a specific piece of legislation, identify it accordingly.

Personalize your message. If you are writing on behalf of your local union, say so; and, if you are a constituent, let the Member know. If you are writing about a legislative proposal, explain how it affects you, your family, or your community.

Be specific about the action you want the Member to take. If you want information, request it. If you want the member to vote a certain way or cosponsor legislation, be specific and direct.

Address your letter to your Representative or Senator in the following manner:

To a Senator:
The Honorable (insert name)
United States Senate
Washington, DC 20510

To a House Member:
The Honorable (insert name)
U.S. House of Representatives
Washington, DC 20515

Call Congress

Your legislator is there to listen to you, so you should feel free to call. Every Representative and Senator maintains at least one office in Washington, DC or in their respective state.

To contact your Senators or Representatives in Washington, call the Capitol switchboard and ask for the Senator or Representative by name and state. The operator will connect you with his or her office. (bctgm.org also has all such information.)

Carefully plan your telephone calls. Because Members of Congress and their staffs get hundreds of calls, keep your message between three and five minutes. You may want to write down your points so you state them clearly.

When placing your call, identify yourself as a BCTGM member and a constituent, calling from your district. Ask to speak directly to the Member of Congress. If he or she is not available, ask to speak with the staff person who is responsible for the issue you are calling about.

Calling district offices of a Senator or a Representative is as effective as calling their Washington, DC offices, unless you must reach the member directly. District staff is in constant contact with their Washington offices.

Meet with your member

Face-to-face communication is extremely effective. As legislators are usually very busy, apply the letter-writing tips: keep your visits short, make your point quickly and clearly, and thank them for their time.

Plan your visit carefully.

Know what it is you want to achieve. Determine who should be with you at the meeting and exactly what you are seeking.

Make an appointment. Write or telephone the office to

arrange a specific date and time for a meeting. It will be easier for the Member's staff to schedule a meeting with you if they know in advance what it is you want, whom you represent, and who will be attending the meeting.

Be prompt and patient.

After arranging a meeting time, be prompt. However, because of their crowded schedules, the Senator or Representative may be late or your meeting may be interrupted. When interruptions occur, be flexible and patient.

Be prepared. Not only do Members of Congress have hectic schedules; they often try to keep abreast of more issues than it is possible for one person to know. Members are not likely to be familiar with all the details of every piece of legislation, and, therefore, they value direct statements or personal examples that demonstrate the positive or negative impacts of a specific issue or piece of legislation. You do not need to be an expert; simply explain how the legislation affects you and why you support or oppose it.

Be political. A defined constituency elects Members of Congress, and they want to be known for representing the best interests of their district or state. Wherever possible, demonstrate the connection between your position and what you are requesting and the interests of the Member's constituency. Ask for a commitment or response.

Follow up the meeting

with a letter of thanks that outlines the different points covered during the meeting, items of agreement, next steps, additional information required, and any materials you promised to send.

White House Puts Workers Last in Budget Plan

The most significant and revealing policy document any President prepares is the federal budget. It tells the true story of an Administration's priorities for the nation.

The stark reality of the Bush Administration's budget for the next fiscal year: workers are a very low priority. In a wide range of programs significantly affecting workers on the job, the Bush budget calls for major cuts in funding and staffing.

Beyond these dangerous program cuts, the Administration's budget would sap the long-term financial strength of Social Security and Medicare by raiding these systems to pay for huge tax breaks for the largest multi-national corporations and wealthiest Americans over the next ten years. Social Security and Medicare remain the cornerstones of health and economic security for retired workers and their families. They should be strengthened, not weakened.

The Department of Labor fares worse than almost any other Department in the Bush budget. Listed here are the most significantly affected worker programs.

Puts Workers at Risk

The Bush budget calls for more than \$9 million dollars in cuts from the Occupational Safety and Health Administration (OSHA) budget, one of the largest cuts the agency has ever

seen. The cuts are targeted at safety and health standard development, federal enforcement and worker safety and health training grants. In an already understaffed agency, the budget proposal calls for eliminating more than 80 full-time OSHA positions, most from areas of enforcement and compliance assistance.

The budget provides no fund-

"For the BCTGM, improving workplace safety and health will always be a top priority because our members work in dangerous and very physically demanding industries."

Frank Hurt,
BCTGM International President

ing to address the growing crisis of ergonomic injuries in the workplace, which affects BCTGM members in all of our industries. For more than a year, the Bush Administration has been promising a comprehensive plan to reduce these injuries. Without adequate funding, this is unlikely to take place.

The budget also calls for a large reduction in funding for the National Institute for

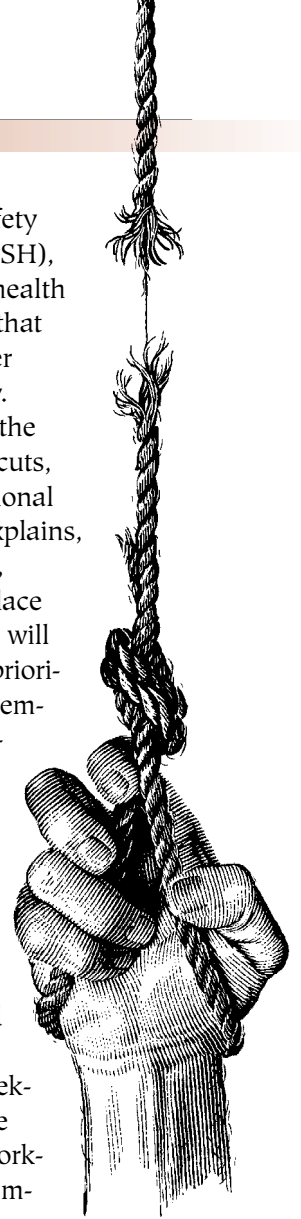
Occupational Safety and Health (NIOSH), the only federal health research agency that focuses on worker health and safety.

In discussing the proposed OSHA cuts, BCTGM International President Hurt explains, "For the BCTGM, improving workplace safety and health will always be a top priority because our members work in dangerous and very physically demanding industries. In contract negotiations with our employers, the International and our local unions are constantly seeking ways to create safer, healthier workplaces for our members.

"But we know that achieving this goal requires an effective federal program. The Bush budget would result in a weaker OSHA that is far less effective in protecting the health and safety of workers. The proposal is a prescription for more workplace injuries, illness and deaths. The BCTGM will vigorously oppose these cuts," Hurt concludes.

Worker Training Undermined

One of the hardest hit areas in the Bush budget is worker training. The Administration proposes cutting funding and staffing in virtually every federal



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Frank Hurt,
BCTGM International President

job-training program, including those designed to help laid-off and younger workers.

The budget proposal would undermine the longstanding federal commitment to improving and expanding the skills of American workers. For many workers who have lost their jobs or want a better job, these programs offer them and their families hope and opportunity for a better standard of living.

More Employer Abuse

The Bush budget calls for a reduction in funding and staffing levels for the Department of Labor’s Wage and Hour Administration, the division responsible for enforcing numerous federal laws guaranteeing basic workplace standards such as minimum wage, overtime, child labor and the Family and Medical Leave Act.

With less enforcement staff, employers will likely expand their efforts to get around these important laws, which are the result of decades of struggle by organized labor. This abuse threatens employment standards in every workplace.

Congressional Action?

As the expression goes, “The President proposes and the Congress disposes.” The battle over national priorities is now being fought in Congress. Over the next six months, Congress will use the appropriations process to set funding levels for all federal programs for the next fiscal year, which begins October 1, 2002.

“The BCTGM will be working with the AFL-CIO, other labor organizations and our allies in Congress for a federal budget that protects and invests in workers and makes working families our nation’s top priority.

“I urge our members to get

It’s time to stand up and be counted by contacting your Representative in Congress.

involved by contacting their U.S. Representatives and Senators. The BCTGM web site is an excellent tool to enable your voice to be heard by those who have the ultimate say over whether your tax dollars are spent to improve the lives of working families or promote corporate interests. “Every BCTGM member has a stake in the outcome of this debate,” concludes Hurt.

The BCTGM web site is an excellent tool to enable your voice to be heard . . .



BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

10401 Connecticut Avenue • Kensington, Maryland 20895-3961

CONVENTION CALL

April 1, 2002

TO ALL AFFILIATED LOCAL UNIONS:

GREETINGS:

The International Constitution provides, in Article III, Section 2: "The regular Convention shall be held every four years. It shall convene on such date and in such place as the International President, with the approval of the General Executive Board, shall designate.

"The International Secretary-Treasurer shall issue a Convention Call to all local unions in the third month immediately preceding the convening of the regular Convention.

"The Convention shall not extend beyond ten days of sessions, except by two-thirds vote of the duly accredited delegates."

In accordance with the above, you are hereby notified that the Thirty-Sixth Constitutional Convention of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union will convene in the city of Las Vegas, Nevada beginning at 10:00 a.m., on Wednesday, July 17, 2002.

QUALIFICATIONS OF DELEGATES

Article III, Section 5 of the International Constitution states that: "Every delegate to the Convention must (1) have been a continuously good-standing, dues-paying member of the International Union and local union the delegate represents for at least two continuous years next prior to nomination; (2) be provided with properly attested credentials from the local union the delegate represents; (3) have worked at least two years immediately preceding the Convention as a wage earner in any branch of the trades, except for periods of layoff (including layoffs arising from plant shutdowns) and terminations being grieved, not to exceed twelve (12) continuous months, under the jurisdiction of the International Union or as an officer or employee of the International Union or a local union; (4) be able to show such number of Union labels as the General Executive Board may require.

(The General Executive Board has established the requirement of showing three (3) union labels.)

Exempted from the requirements of (1) and (3) above shall be delegates whose local unions have not been in existence for two years, provided that the continuously good-standing, dues-paying and wage-earning period of such delegates are not less than six months.

Article III, Section 4 provides:

"Each local union may elect an alternate delegate at the same time the regular delegates are elected. Alternates must have the same qualifications as delegates. In the event of the inability of any delegate to attend the Convention because of an emergency, the alternate may replace the delegate, provided that the local union notifies the International Secretary-Treasurer of the change."

ELECTION OF DELEGATES

The election of delegates is subject to provisions of the International Constitution and the Labor-Management Reporting and Disclosure Act of 1959 (Landrum-Griffin Law).

REPRESENTATION OF DELEGATES

The International Constitution in Article III, Section 4, provides: "Local unions in good-standing including those which have been organized under the jurisdiction of the International Union six (6) months previous to the Convention shall be entitled to representation. Local unions with a monthly average International per capita tax on its dues-paying membership of

less than 251 shall be entitled to one (1) delegate
from 251 to 500 to two (2) delegates;
from 501 to 750 to three (3) delegates;
from 751 to 1,000 to four (4) delegates;
from 1,001 to 1,400 to five (5) delegates;
from 1,401 to 1,800 to six (6) delegates;
from 1,801 to 2,200 to seven (7) delegates;
from 2,201 to 2,600 to eight (8) delegates;
from 2,601 to 3,000 to nine (9) delegates;
over 3,001 to ten (10) delegates;

but in no case shall a local union be entitled to more than ten (10) delegates. Any two or three locals having less than one hundred members each located within an area of 250 miles may combine in the selection of a delegate. No other local unions may combine in the selection of a delegate and no delegate shall represent more than three such local unions.

"The number of members of a union shall be the average monthly per capita tax that it has paid to the International Union on its dues-paying membership for twelve (12) months inclusive of the fourth month (March) previous to the Convention, as certified by the International Secretary-Treasurer to the Credentials Committee.

"Delegates representing up to twenty-five (25) members shall be entitled to one vote, and to one additional vote for each additional twenty-five members or major fraction thereof they represent. The number of votes of local unions which are represented by more than one delegate shall be equally divided to the nearest whole number among all their delegates."

CREDENTIALS OF DELEGATES

Article III, Section 6 provides: "At least forty (40) days prior to the opening of the Convention, duplicates of credentials on blanks furnished by the International Secretary-Treasurer from the authorized local union officer shall be received by the International Secretary-Treasurer, or shall be postmarked not later than forty-five (45) days prior to the opening of the Convention, in an envelope properly addressed to the International Secretary-Treasurer.

"The International Secretary-Treasurer shall cause to be published in the official journal of the International Union, in the last issue before the Convention, but not less than fifteen (15) days prior to the convening of the Convention, a list of all the delegates-elect and the local union each delegate represents.

"Delegates to the Convention shall present the original credentials bearing the seal of the local union and signatures of the authorized officers of their respective locals to the Committee on Credentials. Protests against the delegates must be in written affidavit form, stating the specific grounds for protest and signed and sworn to by the party objecting to the seating of the delegate. These affidavits must be transmitted by registered or certified mail to the International Secretary-Treasurer (with a copy to the local union) and the envelope, properly addressed to the International Secretary-Treasurer, must be postmarked at least ten (10) days prior to the convening of the Convention."

COMPENSATION OF DELEGATES

Article III, Section 7. "The International Union shall pay each delegate in attendance at the regular Convention as compensation \$595 and an amount equal to the cost of regular coach transportation by air from the delegate's home city to the Convention city and return by direct route, except as negotiated in the BC&T/AFGM merger agreement; provided, however, that such delegates remain in attendance upon the Convention commencing with its first day's session until its adjournment. Compensation and transportation for special convention shall be set by the General Executive Board.

"Transportation and compensation of protested delegates shall not be furnished unless and until such delegates have been seated as accredited."

CONVENTION RESOLUTIONS

Article III, Section 10. "All resolutions by local unions to be submitted to the Convention either must be received at International Headquarters at least forty (40) days prior to the opening of the Convention, or must be postmarked in a properly addressed envelope at least forty-five (45) days prior to the opening of the Convention. Each resolution must deal with but one subject matter, be submitted in triplicate and each copy signed only by all delegates-elect, or a majority of the Executive Board.

"Resolutions by the General Executive Board may be introduced at the Convention, provided such resolutions have the approval of a majority of the General Executive Board. All other resolutions may only be introduced with the approval of a two-thirds vote of the Convention."

Local unions are urged to forward all resolutions as soon as they are formulated in order that they may be printed for distribution to the delegates.

In order to facilitate the printing of resolutions, each resolution must deal with only one subject, be typewritten, and only one side of each page should be used.

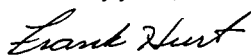
HOTEL ACCOMMODATIONS

Information with reference to hotel accommodations, etc., will be forwarded upon receipt of the delegate's certified credential.

GENERAL

We hope that your local union will have full representation at the Thirty-Sixth Constitutional Convention of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, AFL-CIO, CLC, in Las Vegas, Nevada. Your participation is essential in assisting us in setting priorities during the ensuing four years in important activities relative to economic advancement of our membership, political action activities, and the organizing of the unorganized workers in our jurisdiction.

Fraternally yours,



Frank Hurt
International President

Fraternally yours,



David B. Durkee
International Secretary-Treasurer

GENERAL EXECUTIVE BOARD

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• William Sprandel • Charles Taylor • Doyle Townson

Supreme Court Whittles Away at Worker Rights

One of the defining features of American democracy is the institutions that are in place to protect its citizens from harm and abuse. Unfortunately, within a three-month period, the U.S. Supreme Court has significantly handicapped three such institutions that were designed to protect citizens in the workplace: the Americans With Disabilities Act (ADA), the Family Medical and Leave Act (FMLA), and the National Labor Relations Act (NLRA). The nations highest court ruled against workers including undocumented workers employment rights, the right of employees to be informed of their right to unpaid leave, and the right to classify ergonomic injuries (carpal tunnel syndrome, for example) as a disease.

Here is a brief summary of those cases and their significance:

Hoffman Plastics Compound vs. NLRB

FACT: The Court ruled 5-4 that illegal immigrants fired for union activity protected under the National Labor Relations Act do not have the right to demand back-pay.

SIGNIFICANCE: The Court ruled in a separate decision that undocumented workers, of which there are an estimated 10 million working in the U.S., are protected under federal labor laws, echoing President Bush's desire to have these workers protected. Taking away their right to back-pay compromises that protection and encourages companies to

use undocumented workers instead of legal citizens.

IMPACT: Companies will continue the trend of hiring illegal immigrants and firing them, with impunity, when they attempt to organize, an act they cannot do legally against U.S. citizens.

Ragsdale vs. Wolverine Worldwide

FACT: In another 5-4 decision, the Court ruled that there is no legal authority for a Clinton-era Labor Department regulation penalizing companies that fail to notify employees of their right to 12 weeks of unpaid emergency leave stipulated under FMLA.

SIGNIFICANCE: Writing in dissent, Justice Sandra Day O'Connor wrote that the individualized FMLA notice "not only assists employees in enforcing their entitlement to 12 weeks of leave, but also helps them take advantage of their other rights under the Act." Rights such as intermittent leave, continuation of health benefits, the ability to substitute accrued paid leave, and the right to a similar position upon return from leave.

IMPACT: Workers must now educate themselves, or be educated by their unions, about their rights under the FMLA.

Toyota vs. Williams

FACT: In a unanimous decision, the Court ruled that carpal

tunnel syndrome is not a disease as defined by the Americans With Disabilities Act (ADA). Williams, a former Toyota assembly-line worker who suffered from work-related carpal tunnel syndrome, requested a job within the plant that would not aggravate her condition, as was her right under the ADA. Toyota refused and Williams was forced to resign. She filed suit claiming her right to accommodation under the ADA had been disregarded by the company.

SIGNIFICANCE: The Court reasoned that a condition could only be defined as a disability if it limited a person's ability to perform "major life activities." The Court reasoned that these activities could include brushing teeth or hair, or household chores— activities Williams was still able to perform. Labor and health activists argued that a person's work life constituted a "major life activity" and that impairments that limit a person's ability to work should therefore be considered a disability.

IMPACT: The definition of disability has been narrowed dramatically and delegitimizes the severity of ergonomic disorders like carpal tunnel syndrome.



One Local at Work!

Outside the union office, a sign tells you that this is BCTGM Local 1 but more importantly the message underneath the sign tells you what this local is all about: "Dignity, Justice, Respect!" And the local in the Windy City is blowing across the greater Chicago area at a torrid pace sweeping up members and involving them in grassroots labor activism.

The local has grown both in size and strength in recent years with the merging of Local 552 (Chicago) in June 1999 and Local 316 (Decatur, Ill) in August 2001 into Local 1. Under the leadership of President Jethro Head, Local 1 has purchased a new building and upgraded the facility to meet the needs of the larger membership. Additionally, the local has assembled a team that includes the Officers, the Executive Board and Shop Stewards to move the united local forward.

And according to Head, as the local has grown so has its membership participation in bargaining, communicating, educating, organizing, political action and servicing. Under the dynam-

ic leadership of Head and fellow officers Secretary-Treasurer John Howard, Vice President Virginia Rivers, and Recording Secretary Beth Gudino, the local has developed several membership-based programs that make it a model to watch in the coming years.

"The merged Local 1 has a proud, strong collective history," notes Head. "We also have a great future to look forward to because the programs and projects being implemented today will make us stronger for tomorrow. There is a great reservoir of talent waiting to be tapped



Asst. to the Pres. Bob Harbrant discusses worker profiles with members of the Local 1 Voluntary Organizing Committee (VOC).

among our members and we intend to get more and more people involved," says Head.

As part of this initiative, Local 1 recently held an organizing seminar for union members who expressed an interest in becoming part of the local's newly-established Voluntary Organizing Committee (VOC). Officers and twelve BCTGM members met for two days of intense training that focused on contract negotiations,

worker profiles, plant diagrams, role-playing and research.

According to Assistant to the International President Bob Harbrant who led the sessions, "There was a great deal of lively discussions filled with obvious commitment, dedication, effort and energy."

Members discussed organizing targets and techniques and prepared presentations on various assignments. "They were a hardworking, dedicated bunch. I saw a lot of talent and tenacity which is further testimony to what Local 1 is all about," said Harbrant.

Head praised the seminar and the efforts of the members.

"The participants exceeded my expectations and I was really impressed. This is a great start for our program and it has a lot of potential."

The Local has set an impressive growth rate of ten percent for 2002 and is instituting programs like the organizing training sessions to make it happen.

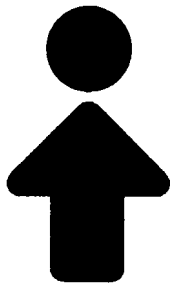
International President Frank Hurt praised the efforts of Local 1 noting, "The leadership in this local is incredible. They have what it takes to become one of the best BCTGM local unions in the country! I haven't any doubt that the energy and serious initiatives being put into place by Jethro and his officers will catapult this local into the 21st Century."



Labour-Sponsored Investment Funds Give Unions Control Over Capital

One of the criticisms of the free-market system is that workers do not have any control over capital or over asset distribution. That could be beginning to change, and the Canadian example could have positive repercussions in the U.S. The emergence of Labour-Sponsored Investment Funds (LSIF) in Canada, like the province of Quebec's *Fondes de Solidarite* (Solidarity Fund), have provided unions with an unlikely weapon in the fight to maintain and create local jobs and keep communities economically viable.

LSIF's work to activate workers savings to invest in good jobs within local communities. For example, the Quebec Federation of Labour (FTQ) during the severe economic recession of the early 1980s created the Solidarity Fund. The concept was to pool FTQ members retirement savings together and invest in small and medium sized companies in the province that had problems raising capital. In fact, the Solidarity Fund manages over \$3 billion in assets, and is credited with saving or creating more than 75,000 jobs since its creation. The strength of the fund is the grassroots support it gets from union members, and that has allowed the fund to grow to its current size.



FTQ

What makes this type of investment fund unique, and beneficial to workers and unions, is that these funds have an agreed upon set of progressive principles to ensure union participation. Thus, before investments are made, a social audit is done to examine a company's ethical practices, its labour relations history, product safety standards, and environmental responsibility. The Working Opportunity Fund in British Columbia has rejected more than a thousand firms for investment because they did not meet the proper criteria set out by unions in the province. This system has the dual effect of weeding out undesirable and unfriendly companies,

while also making some of these companies reform their business practices in order to be eligible for funding in the future.

At the present time, LSIF's account for approximately 50 percent of the available venture capital in Canada. In addition to British Columbia and Quebec, there are now such funds in New Brunswick (Workers Investment Fund), Ontario (First Ontario Fund) and Manitoba (Crocus Fund). Although most LSIF's have direct union participation on the Board, it is not mandatory for the funds to invest only in unionized companies. However, there is a built-in expectation

that the labour relations climate be amenable to union organizing.

According to Fernand Daoust of the Solidarity Fund "when these firms seek funding from Solidarity, they are well aware that we are a fund controlled by the Quebec Federation of Labour. They understand that in accepting investment from us, they are opening themselves up for labour involvement, which includes unionization if that is the wish of their employees."

Indeed, when Heinz Canada acquired the Borden Foods pasta and sauce facility in Montreal in 2001, **BCTGM Local 227** teamed with the Solidarity Funds to work with the company to ensure that when the sauce production was moved out of Montreal, new jobs on the pasta side would be added. The relationship between the union, the Funds, and the company allowed this to happen.

Labour-sponsored investment funds are but one mechanism Canadian unions have at their disposal when dealing with companies they are trying to organize, or they are trying to keep in the community. The success of LSIF's in Canada has spurred the creation of similar entities in the U.S. However, it is important to ensure that unions control the funds and use a social audit to determine where to place their valuable assets.

BCTGM POWER



UNION PLUS LEGAL SERVICE

Legal Service FAQ

Q: Who is eligible for the BCTGM Power Union Plus Legal Service?

A: BCTGM members and their spouses and dependents are eligible to participate in this program.

Q: How much will I save on other legal matters?

A: Some legal matters, such as closing a mortgage loan, may require further attention from your attorney. For such matters, you will receive a 30 percent discount off the attorney's normal fee. Also, discounted flat fees may be available for some common services such as drafting a will. The discount may be smaller for contingency fee or percentage fee cases. The discount does not apply to ownership or operation of a business.

Q: What's the value of the BCTGM Power Union Plus Legal Service to the average union member?

A: If you're like most people, you may not know where to turn when you need an attorney. Or you may be afraid that you can't afford one. The Union Plus Legal Service helps you get the legal advice you need so you can avoid and resolve potential legal problems, often for little or no cost.

Q: What is not covered under the service?

A: Because this is a union program, matters involving a union-related organization or union official are not handled by the service. Matters involving your ownership or operation

of a business are not covered. Documents written by you, such as contracts, rental agreements, etc., are not covered by the free document review benefit. Participating attorneys are not obligated to take a case and may decline if they so choose.

Q: How often can I talk to an attorney?

A: You may consult with an attorney as many times as you need to, provided it is about a separate matter each time.

Q: How is quality legal service ensured?

A: Union Plus Legal Service attorneys are carefully selected to make sure you receive the best service available. All participating attorneys are in active practice, with an average of 14 years of experience. Union leaders or members have recommended many of them to this program. Attorneys must go through an extensive review process and must carry malpractice insurance.

The program continuously monitors participating attorneys, and you will have the opportunity to complete a simple evaluation about your attorney's performance. A program administrator reviews all evaluations. The administrator also keeps track of any complaints filed by members against participating attorneys. If an attorney does not measure up to our performance standards, Union Privilege, the organization founded by the AFL-CIO to develop and manage member benefits, can have that attorney dismissed from the panel.

For more information on the Union Plus Legal Service call 1-888-993-8886
To find a lawyer online, visit <http://www.unionprivilege.org/benefits/legal/find.cfm>

LOCAL *Views*

Pictured here is retired Local 114 (Portland, Ore.) baker Adolf DeMarco with his granddaughter, Katie Harman. While many grandparents brag about their grandchildren, DeMarco has special reason, as Katie is Miss. America 2002. A student at Portland State University, Katie intends to obtain a Masters Degree in Bioethics and work in health care management. DeMarco, a former Safeway baker, "couldn't be more proud" of his granddaughter.



Miss. America



2002 Team

Pictured here are the officers of Local 57 (Columbus, Ohio) who recently were elected unanimously via mail-in ballot. They are (front row, from left) Pres. Tim Alsip, Fin. Secy. Vestor Newsome, (standing, from left) Trustee Chair Mike Sillins, Election Chair Rick Norris, Vice Pres. Randy Kocheran, and Trustees Phillip Barney and Glenn Shaw.



The New Denver

With the retirement of Local 26 (Denver) Pres. Wayne Brewer, members overwhelmingly elected Mary J. Snyder to fill the vacancy. Pictured here (from left) is Trustee Gloria Chavez, Pres. Snyder, Bus. Rep. Dave Servold, incumbent V.P./Fin. Secy.-Treas. Vivian A. Whitsel, Brewer, Trustee Monika Mitchell and (standing back row) Trustee Chair Lynn Jessen.



Celebrate

Local 42 (Atlanta) recently held an open house and barbecue for BCTGM members and their families in conjunction with a retirement celebration in honor of Bus. Man. Ronny Jackson. Pictured here, Jackson (second from right) receives a special plaque for his many years of dedication to the BCTGM.

BCTGM delegates to the Ontario Federation of Labour convention in Toronto created a display on the tobacco industry "to help educate the labour movement on the real tobacco jobs issue." Pictured here outside the booth is the BCTGM delegation.



OFL Delegates

Delegates included Frank Kostal, Bill Munn and Frank Murphy of Local 364T; Bill Foster Mike Hasler and Ron Costigan of Local 323T; Bob Janowski and Vicky McMartin of Local 338T; Dave MacNeil of Local 325T; John Parachuck, Vickie Gardner and Bob Thompson of Local 254G; Al Choy of Local 242G; Leon Savard, Tom Winstone, Bob Headley and Al Clark of Local 327G; Reggie Firth of Local 388G; and International Vice Presidents Sean Kelly and Michael Konesko.

East Central States Rally in Baltimore

BCTGM International President Frank Hurt convened the recent meeting of delegates to the East Central States Conference (ECSC) in Baltimore declaring, "Our job and responsibility as officers is to do what is best for the members. This was true one hundred years ago, and it remains the absolute truth of the BCTGM today."

Hurt was joined by International Secretary-Treasurer/Director of Organization David B. Durkee, Executive Vice President Joseph Thibodeau, Assistant to the President Bob Harbrant, Region 1 Vice President Art Montiminy and Region II Vice President Bob Oakley, who serves as the union's chief negotiator.

The 23 delegates from 12 East Coast locals assembled to begin the pattern bargaining process for the Master Agreement that covers more than 7,000 BCTGM members employed at wholesale bread and cake plants in the union's first and second regions. Representatives met to determine the primary bargaining goals—or rallying points—they will seek in upcoming negotiations with Interstate Brands Company, the nation's largest wholesale bread and cake company.

Oakley reviewed existing contracts and discussed proposal options. The Policy Statement,



Asst. to the Pres. Bob Harbrant (left) and Vice Pres. Art Montiminy count delegate's votes for the 2002 ECSC negotiating committee.

incorporating the rallying points of the ECSC, was adopted unanimously by the committee and delegates elected representatives to lead the negotiations.

The ECSC Negotiating Committee will be led by Oakley and assisted by Montiminy. Members elected to serve on the committee include Local 50 (New York) President Joyce Alston, Local 6 (Philadelphia) President John Cairns, and

Local 334 (Portland, Me.) Business Agent Oscar Hodgkins.

Appointed to the Policy Committee were Local 118 (Washington, D.C.) Financial Secretary Allen Haight, Local 50 Financial Secretary Tony Centi, Local 6 Financial Secretary Barry

Fields, Local 68 (Baltimore) President Gerald McAllister, Local 802 (Buffalo, N.Y.) Business Agent Jim Short, Local 33 (Akron, Ohio) President Chester Fox, Local 116 (Syracuse, N.Y.) Financial Secretary Harold Bliss, Local 334 President Paul Williams, Local 57 (Columbus, Ohio) Steward Raymond Mullin, Local 464 Business Agent Bruce Hummel and Local 348 (Framingham, Mass.) President Timothy Benjamin.

President Hurt appointed Local 57 Financial Secretary Treasurer Vester Newsome as Secretary of the Committee. Delegates selected Philadelphia as the target city for the negotiations that are slated to begin on May 7.

"Our members will be proud to have such a knowledgeable and experienced negotiating committee. I am confident in your abilities and trust that you will reach an agreement that our members can be proud of," concluded Hurt.

"Our members will be proud to have such a knowledgeable and experienced negotiating committee. . ."

Frank Hurt,
BCTGM International President

Make sure you know your Weingarten Rights!

Weingarten Rights can be a powerful tool in doing our job of defending BCTGM members' rights. But, remember these rights are worthless if you don't enforce them on the job! Several BCTGM locals print a card for their members to carry in case they need to ask for a steward. It should be presented to management when a worker is facing disciplinary action — or is concerned that a situation *could lead* to disciplinary action.

Don't have a Weingarten card? Make your own by copying the below card.



If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I request that my BCTGM steward or union officer be present at the meeting. Without representation, I choose not to answer any question.

This is my right under a Supreme Court Decision called Weingarten.