

JULY/AUGUST 2003

# BCTGM *News*

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Summary of Material Modifications  
to B&C Pension Fund  
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# the PRESIDENT'S MESSAGE



## Return on Investment

When corporations make an investment, they expect a solid return. During the 2000 and 2002 election cycles, corporate interests contributed more than **two billion dollars** to candi-

dates and political parties. This enormous political investment is paying huge dividends every day as big business expands its control over the policies coming out of Washington.

The action may be in Washington, but the impact is felt in every BCTGM shop and around the kitchen table of every BCTGM member. What happens in Washington, D.C. affects negotiations, organizing, working conditions and the standard of living of every BCTGM member and his or her family. This big business power grab is a call to action for workers and unions!

The first major dividend employers received from this political investment was the repeal of the ergonomics standard more than two years ago. Since then, all that workers have gotten are empty promises that something will be done about crippling repetitive motion injuries. Every day that employers are successful in keeping an ergonomics standard out of the workplace, is another day of return on their political investment. All the while, workers suffer.

In June, a handful of corporate media giants scored one of the biggest dividends when the Federal Communications Commission (FCC) opened the door for a new wave of consolidation in the television, radio and newspaper industries. Media conglomerates like the ultra-conservative News Corp., which owns the Fox network, will grow in size, resulting in less diversity and objectivity in news coverage—particularly local news. Unions can hardly expect a fair shake in coverage of important local labor issues when powerful corporate interests so tightly control what is reported.

Big business got a great return on its political investment when “fast track” trade legislation was rammed through Congress last year. And the dividends keep coming. Corporations stand ready to reap another windfall from a new round of “free trade” agreements now sliding through Congress. Like NAFTA, these agreements will destroy good, high-wage American jobs in every industry and provide employers with greater leverage at the bargaining table.

With its supporters in charge of Congress, the Labor Department, OSHA and the NLRB, big business has been able to use its power to advance legislation and regulatory policies giving employers a much freer hand in controlling the workplace.

The Labor Board's recent announcement that it would join the U.S. Chamber of Commerce in supporting California's use of tax dollars to pay for employers'

union busting activities sent a chilling message—union efforts to organize and negotiate contracts will only get tougher. A Labor Board filled with people from management ranks is a long-term dividend for employers and another barrier for workers trying to improve their lives.

The largest financial dividend for corporations has come in the form of three successive tax cuts that will dramatically shift the tax burden from the wealthy and large corporations to middle-income working families. By the end of the decade, the middle class will be paying a greater share of all federal taxes than it does today. Additionally, federal tax cuts for the wealthy are forcing working families to shoulder a greater share of the state and local tax burdens.

We know that big business will continue to invest heavily in the political process. Left unchallenged, corporate interests will become even more dominant in Washington. Workers' interests will get stifled.

We must maximize our investment in the political process. Labor never has and never will match big business dollar for dollar in the political arena. But it is crucial that we remain competitive. For the BCTGM, that means greater membership participation in the political process.

Labor's greatest asset is the strength that comes in numbers and the power that comes from doing what is right for workers. Dedication, hard work and active membership involvement is our investment in the political process. A better life for working families is the dividend.

**Frank Hurt**

*BCTGM International President*



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# BCTGM Tells IBC: ‘Hands off Healthcare!’

Lenexa, Kan.—Following a brief strike by more than 2,000 BCTGM members that halted activity at 10 Interstate Baking Corp. (IBC) facilities in the Midwestern U.S., BCTGM negotiators reached a tentative three-year pattern agreement with IBC in the early morning hours of July 17.

Refusing to accept the company's demands that employees begin paying for part of their health care premiums and increased deductibles, the solidarity of BCTGM members from six Third Region locals employed by IBC remained solid throughout negotiations. The dispute was resolved when IBC agreed to health care maintenance of benefits (MOB) for the workers, the only unresolved issue in the negotiations when the strike began.

BCTGM Local 218 (Overland Park, Kansas) members overwhelmingly approved the pact on July 19. The agreement—retroactive to May 10—will serve as a pattern for all other locals in the region that have contracts set to expire over the next few months.

“We’ve said it before and we’ll say it again, the BCTGM will not accept any proposal that will force our members to absorb the increased costs of healthcare,” notes BCTGM International President Frank Hurt. “Union members should not have to pay twice for health benefits.”

“This was a true victory for workers,” notes BCTGM Vice President and Chief Negotiator Bob Oakley. “The negotiating committee knew what the members wanted and refused to back down. This is a strong agreement that maintains the health care



Members of BCTGM Local 218 celebrate at 1 a.m. on July 17 in front of the Dolly Madison plant after the Third Region pattern agreement with IBC is signed.

Photo credit: David Doemland/The Emporia Gazette

terms of the previous settlements, which specified that the company would fully pay for employee's health insurance premiums,” Oakley concludes.

Assisting Oakley in the contract talks was Third Region Vice President Jeanne Graham who said the key to the victory was communication and coordination. “Every single member took a stand. We had thousands outside and more ready to go out. And the voices of the BCTGM spoke loud and clear, ‘Keep your hands off our healthcare!’” Graham exclaims.

In addition to the maintenance of workers' health care plans with no co-pays, the BCTGM negotiated two \$50 pension increases, increased company contributions for W1 Plan and \$1.10 in wage increases throughout the life of the contract.

“I have never seen our membership more united. The enthusiasm of our members at the rati-

fication meeting was overwhelming,” reflects Local 218 Business Manager and negotiating committee member Brad Schmidt.

“I think we all learned about the power that comes through solidarity. We're all workers and we all need affordable, quality healthcare for ourselves and our families,” Schmidt notes.

The third region settlement will eventually cover about 3,000 BCTGM members in production, sanitation, and shipping, as well as depot loaders, thrift store employees and maintenance workers. Third Region IBC facilities covered under the agreement include Lenexa, Kansas; St. Louis, Springfield, and Boonville, Mo.; Decatur, Emporia, Hodgkins, Schiller Park, and Peoria, Ill.; Davenport and Waterloo, Iowa; Indianapolis and Columbus, Ind.; and Cincinnati, Ohio. More than 10,000 BCTGM members are employed by IBC throughout the U.S.

# Biscuit Council Meets in Atlanta

## *Focus on Challenges and Opportunities*

Officers and delegates of the BCTGM Biscuit and Cracker Council met in Atlanta, Ga. June 14-18 to discuss the enormous challenges facing members and local unions within the industry.

In a presentation and discussion led by Assistant to the President Bob Harbrant, delegates assessed the industry sector, the activities of the Council and the future. Harbrant provided an overview of the biscuit industry including market share reports and local union activity. He urged



**Bus. Agt./Organizer Larry Backlas of Local 802 (Buffalo, N.Y.) discusses current issues of importance to his members.**

delegates to be more pro-active against non-union competitors and discussed the need for greater involvement for future growth of the industry. Harbrant also noted the state of the political climate and identified the challenges for labor. He urged the local union delegates to be more active participants in BCTGM-PAC.

International Vice President Bob Oakley, who heads the Council, was assisted by International Representative Jim Condran. Oakley addressed areas of concern including grievance handling, company changes, proper local union procedures, collective bargaining and organizing. Oakley also made a commitment to visit several locals experiencing difficulties and work with them more intensely.

Bob Bergin, Executive Director of the B&C Union and Industry International Health Benefits Fund, discussed the history and progress of the Funds,



**Local 358 (Richmond, Va.) Fin. Secy. Ted Constable reads a report from his local.**

answered questions and noted recent developments.

According to Harbrant, the meeting “was very serious and sobering. We spoke frankly of the activities and opportunities available for local unions within the Council to become active in ways to strengthen the organization.”

Delegates re-elected Council President Paul Massey (Local 42) and Secretary Treasurer Ed Burpo (Local 300). The 2004 meeting will be held in Buena Park, Calif.

## **President Hurt Announces Headquarters Staff Changes**

Kensington, MD— In July, International President Frank Hurt announced that Assistant to the President Bob Harbrant would be

leaving the BCTGM at the end of the month to assume the position of Chairman of the Joint Labor Management Committee of the Retail Food Industry (JLMC). The BCTGM is an affiliate of the JLMC and President Hurt serves on its Executive Committee.

Upon accepting Harbrant’s resignation, President Hurt noted, “Throughout his tenure as

my Assistant, Bob provided tremendous service to the BCTGM International.

“His dedication, hard work and commitment has had a profound impact on this Union and our membership. While Bob is leaving the BCTGM, he will continue to work with us and for us in his new capacity. We wish him only the best,” concluded Hurt.

Hurt also announced that the BCTGM’s legislative and political consultant, Harry Kaiser, would replace Harbrant as Assistant to the President. In discussing Kaiser’s appointment Hurt said, “Harry has a long relationship with our Union and he will be a strong asset to the BCTGM. We welcome him to our family.”

# U.S. Tobacco Locals Meet in Macon, Ga.

## *Jobs, Political Action Top Agenda*

Preserving and strengthening union jobs in the U.S. tobacco industry was the focus of the 2003 BCTGM U.S. Tobacco Presidents and Vice Presidents meeting in Macon, Ga. in June.

Hosted by Local 362T, the meeting was opened by Macon Mayor C. Jack Ellis who welcomed the delegates and discussed the importance of tobacco to the city's economy.

Tobacco International Vice President T.J. Warren called the meeting to order and outlined the purpose of the gathering. "We need to keep our jobs and keep them here in the U.S. The only way to do this is to fight the assault on the tobacco industry with everything we've got," Warren told the delegates.

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 messages to local policy makers in the state capitols as well as to the federal level in 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. tobacco industry and ultimately, BCTGM jobs. Harbrant also discussed the state of the industry as well as the challenges and options for meeting those challenges. Among the items discussed were BCTGM-PAC, organizing, servic-



The presidents and vice presidents of U.S. tobacco locals discuss the state of the industry.

ing and recent industry developments.

Harry Kaiser, a BCTGM consultant, urged members to become politically active to force legislators to address issues confronting tobacco workers. Kaiser also discussed the current political and legislative situation in Washington. He concluded with instructions on how locals could contact their respective members of Congress and arrange meetings in district offices.

## Fourth Region Reviews and Plans

San Antonio, Texas—Delegates representing locals in Alabama, Georgia, Florida, Louisiana, North and South Carolina, Oklahoma, Tennessee and Texas gathered in May for the annual Fourth Region Council meeting.

Reflecting on the current political

situation in Washington, International President Frank Hurt reminded delegates that, "It will take the strength of every single BCTGM member to fight the anti-worker forces who want to eliminate labor. We all have a stake in this fight, which is perhaps one of the most powerful attacks on working people in history. The time to act is now," said Hurt.

International Vice President Bob Oakley announced the Fourth Region bargaining dates and reviewed rallying points for the pat-

tern agreement. Delegates elected the negotiating committee for the Fourth Region and discussed the issues and concerns expressed by local union memberships.

In addition to upcoming regional negotiations, delegates focused discussions on the importance of BCTGM-PAC in future elections, the attack on overtime pay, Social Security privatization schemes and more. Secretary-Treasurer/Director of Organization David B. Durkee, Executive Vice President Joseph Thibodeau and Lew Davis, manager of the B&C Pension Fund, also addressed the Council.





# BCTGM Baker Wins National Cake Decorating Contest

A passion for perfection and a commitment to excellence is what makes BCTGM Local 114 (Portland, Ore.) member Kim Deskin one of the best cake decorators in the United States.

The lead cake decorator at Rosauers Supermarket Bakery, (one of the few remaining all-scratch retail bakers in Oregon), Deskin's reputation is renowned throughout Hood River County and the Columbia Gorge region. And on June 3, her talents were recognized nationally at the International Dairy-Deli-Bakery Association (IDDBA) Cake Challenge in Las Vegas where she won the second highest award. The annual event is the largest industry exposition in the United States.

Deskin was one of three persons selected from more than 150 applicants to compete in the contest. The IDDBA is a trade association that brings together food retailers, manufacturers, brokers, distributors, and interested food industry professionals who are united in providing quality dairy, deli, and bakery products to consumers.

"We're very proud of her," says Local 114 member and Rosauers' bakery manager, Mike Connelly. "We've always known she was the best but it is great to see her be nationally recognized," adds Connelly, who also is a member of the Local 114 executive board.

Local 114 Business Agent

Terry Lansing notes Deskin is one of the few journey-level bakers who works as a full-time cake decorator. "It is her incredible talent that has helped make the Hood River Rosauers number one in bakery sales throughout the entire chain of stores," Lansing says.



**Local 114 member Kim Deskin (right) proudly displays the trophy awarded to her at the IDDBA competition while Rosauers' Bakery Manager and Local 114 Exec. Board member Mike Connelly (left) holds the placard from the expo.**

According to Deskin, she entered the contest "on a fluke." A friend encouraged her to enter but Deskin shied away, saying she didn't have enough pictures of her work to submit a portfolio.

However, her friend and other loyal customers did.

"I was absolutely shocked when I was chosen as one of the finalists," says Deskin. From the time she was notified in March until the June contest, Deskin practiced decorating designs at work and sketching drawings at home to determine the techniques she would use.

On the first day of the three-day challenge, Deskin and the other contestants each decorated a wedding cake. On day two, each contestant decorated enough cakes to fill an eight-foot bakery case. On the final day, each contestant decorated three cakes of their choosing, one from each category of special occasion, theme/event, and decorator's interpretation of the association's show theme—"Jackpot of Ideas."

According to Deskin, each decorated piece was a new and original design—nothing ever seen before at Rosauers, where she has worked for 14 years. Lansing says it came as no surprise that Deskin won the high award. "People come from all around to have Kim decorate their cakes. She is an expert catering to a customer's needs and desires. They come in with an idea and she puts it onto a cake," he says.

Rosauers is an all-union store located in Hood River, Ore. "Local 114 is proud of not only Kim, but also of the success of the bakery," concludes Lansing.

# TEACHING OUR KIDS UNION: Summer Resources for Labor Learning

## Child Labor Project

For millions of children around the world, school is a luxury. Around the world, more than 200 million children work in unspeakable conditions in sweatshops, mines and factories. Instead of their ABC's, these children are learning to weave carpets, haul bricks, sew garments, and manufacture toys they will never enjoy.

By signing the International Confederation of Free Trade Union petition, you can vote against child labor and for education for all children, decent jobs and respect for workers and trade union rights for adults. To sign the petition visit, <http://www.icftu.org/petition.asp?Name=childlabour>

For more information contact The Child Labor Project, 555 New Jersey Ave., N.W., Washington, D.C. 20001-2079, fax: 202/879-4502, e-mail: [iad@aft.org](mailto:iad@aft.org).

## Youth Activism

### Young Workers' Health and Safety Website

The Young Workers' Health and Safety Website is a resource for teens, employers, parents, educators, and other youth and labor advocates. It contains summaries of child labor laws, tips for educators and employers, frequently asked questions and their answers, and links to other helpful resources. The Web site is a project of California's statewide Resource Network for Young Worker Health and Safety, (<http://socrates.berkeley.edu/~safejobs/index.html>).

### Child Labor Education and Action Project (CLEA)

The Child Labor Education and Action Project (CLEA) prepares youth advocates to eradicate abusive child labor, develops models for education and action, and promotes citizen leadership to strengthen child labor reform initiatives. <http://www.clea.sit.edu/>.

### Kids Meeting Kids Can Make a Difference

The mission of Kids Meeting Kids is for kids to share ideas through meetings and letter writing on what they can do to help to make this a better and safer world for all children. The first penpal exchange was developed in 1984 and now kids from 140 different countries meet annually to consider the needs of children and share ideas with international leaders at the World Summit for Children. The group works against violence through workshops, walks, vigils, and International Congresses on a local, national, and international level to bring peace and fairness to all kids. <http://www.kidsmeetingkids.org/>

## Child Labor in Agriculture

Which would you like to do...go to school or work like a slave in the fields? Find out why so many kids like you have to work and why it is ruining their lives. Visit the Fields of Hope educational web site, <http://www.fieldsofhope.org>.

## Summer Reading

### **MOTHER JONES: WOMAN ORGANIZER, AND HER RELATIONS WITH MINERS' WIVES, WORKING WOMEN AND THE SUFFRAGE MOVEMENT.**

By Priscilla Long. Southend Press, 1976. A biography of Mother Jones that also has good information on conditions in the coal mines in the early part of the 20th century.

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### **THE LOWELL MILL GIRLS: LIFE IN THE FACTORY.**

Edited by JoAnne Weisman. Discovery Enterprises, Ltd., 1991. Primarily for upper elementary grades. A collection of essays and historical fiction on women in the mill factories in Lowell, Massachusetts in the 1880's.

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### **THE LONG HARD JOURNEY.**

By Patricia and Frederick McKissack. Walker & Co., 1989. A history of African Americans working as porters aboard the Pullman sleeping cars. Poor working conditions and mistreatment by management led porters to unite in a struggle for better pay and fair treatment.

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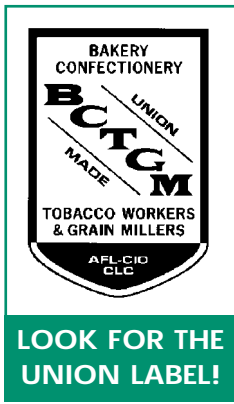
### **WORKING COTTON.**

By Sherley Anne Williams. Harcourt Brace, 1992. This beautiful nonfiction picture book tells the story of contemporary migrant cotton workers in the fields of Fresno, California.

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### **UPROOTED CHILDREN: THE EARLY LIFE OF MIGRANT FARMWORKERS.**

By Robert Coles. University of Pittsburgh Press, 1970. The collection of scenes of migrant children's lives from the 1960s is particularly good for reading aloud to younger children.



# ENJOY A BCTGM

From chips, pies and cookies to vacations, ice cream cones, hot dog buns and soda, products made by BCTGM members are essential ingredients for summertime fun. The products listed on these pages are just some of the BCTGM-made products in your respective area. However, please note that this list is not inclusive of every BCTGM local or union-made product. More than 120,000 union members work for hundreds of North America's best food companies producing thousands of quality goods, too numerous to list.

## Ice Cream & Frozen Desserts

Vitafreeze Frozen Confections,  
Sacramento, Calif. (Local 85)

## Ice Cream Toppings

The Masterson Company,  
Milwaukee, Wis. (Local 244)

## Ice Cream Cones

Norse Dairy Systems,  
Los Angeles, Calif. (Local 37)



## Pickles & Relish

Oxford Foods LLC, S. Deerfield, Mass. (Local 50)

## Baked Beans

Burnham and Morrill (B&M), Portland, Maine  
(Local 334)

## Salad Dressings

Pfeiffer Foods, Wilson, N.Y. (Local 802)

## Beverages

Tea Bags—Salada Foods/Redco, Inc., Little Falls, N.Y.  
(Local 50)

Soda Pop—Canada Dry, 7-UP, A&W Root Beer, Orange  
Crush, and RC Cola, Denver, Colo. (Local 26)



## Pasta

New World Pasta, Fresno, Calif.  
(Local 85)

Dakota Growers Pasta Co., New  
Hope, Minn. (Local 22)

Mt Rose Ravioli and Macaroni  
Co., E. Farmington, N.Y.  
(Local 102)

Ronzoni Foods Canada, Montreal,  
P.Q. (Local 227)

## Pretzels

Frito-Lay, Inc., Rold Gold Div., Canton, Ohio (Local 19)  
Tom Sturgis Pretzels, Inc., Shillington, Pa. (Local 6)  
The Bachman Company, Reading, Pa. (Local 6)

## Snacks/Chips

### Frito-Lay, Inc.:

Allen Park,  
Mich.

(Local 326);

Vancouver,

Wash. (Local 364); Topeka, Kan. (Local 218)

**Keystone Foods Products Inc.**, Easton, Pa. (Local 6)

**Humpty Dumpty Snack Foods, Inc.**, Lachine, P.Q.  
(Local 550)

**Mike-Sell's Potato Chip Co.**, Dayton, Ohio (Local 57)

**Happy's Potato Chip Co.**, Minneapolis, Minn.  
(Local 22)

**Bugles**, West Chicago, Ill. (Local 316G)



## Cookies

**Keebler:** Vanilla Wafers, Chips Deluxe,  
Pecan Sandies, Macon, Ga. (Local 434);  
Soft Batch, Rainbow Chips Delux,  
Cincinnati (Local 253)

**Nabisco:** Mallomars, Oreo,  
Fudge Covered Oreo, Philadelphia, Pa.

(Local 492)

Barnum's Animals, Nutter Butter, Cameo, Fairlawn,  
N.J. (Local 719)

**Stella D'Oro**, Bronx, N.Y. (Local 50)

**Parmalat:** Mother's Archway Cookies, Oakland,  
Calif. (Local 125)

**Vortman's:** Fig bars, sugar wafers, chocolate chip  
and sandwich cookies, Toronto, Ontario (Local 264)

## Sweet Goods

**General Mills/Betty Crocker:** cake, brownie and  
muffin mixes, Toledo, Ohio (Local 58G)  
pie crust, variety desserts, Vallejo, Calif.  
(Local 71G)

**Entenmann's:** cakes, donuts, and pies,  
Northlake, Ill. (Local 1) and Bay Shore,  
N.Y. (Local 3)

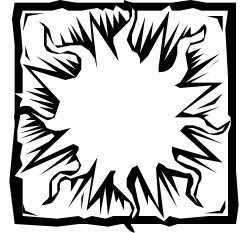
**Safeway Bakery:** Locals 114 (Portland,  
Ore.), 118 (Washington, D.C.), 68  
(Baltimore, Md.)

**IBC:** Dolly Madison, Blue, Hostess sweet  
goods, cakes and pies, Emporia, Kan.  
(Local 218)



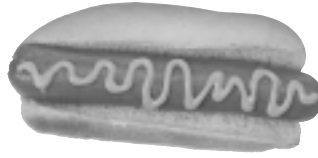


# UNION-MADE SUMMER



## Bread & Rolls

- Bimbo:** Oroweat bread, Francisco bun and rolls, Beaverton, Ore. (Local 114)  
 Mrs. Baird's bread, hamburger and wiener rolls, Ft. Worth, Texas (Local 111)  
**IBC:** Wonder Bread, hamburger buns and rolls, Pomona, Calif. (Local 37)  
 San Francisco French Bread Co. Oakland, Calif. (Local 119)  
 John J. Nissen Baking Co. bread, rolls, english muffins, Biddeford, Maine (Local 334)  
**Weston:** Freihofer's white, wheat, and rye breads, hamburger and wiener rolls, brown 'n serve rolls, english muffins, Albany, N.Y. (Local 50)  
 Kaufman's hamburger and wiener rolls, Stroehmann/Kaufman's Bakery, Buffalo, N.Y. (Local 802)  
**Sara Lee:** Sunbeam, Smith's, IronKids, Country Grain, Cooper's Mill buns, rolls and bread, Mobile, Ala. (Local 149)  
**Kroger Co.** bread, soft buns and rolls, Columbus, Ohio (Local 57)



## BCTGM Hospitality

Outstanding union hospitality is what you can expect at **Canad Inn's Polo Park Inn** and **Club Regent Casino Hotel** in Winnipeg, Manitoba where all workers are represented BCTGM Local 389. From the front desk workers to the housekeepers, cooks and bartenders, the two affiliated hotels are staffed top to bottom with BCTGM members.

**For more information call:  
 1-888-33-CANAD**

## Crackers



- Nabisco:** Harvest Crisps, Wheat Thins, Ritz, Vegetable Thins, Snackwells, Honey Maid Grahams, Potato Air Crisps, Atlanta, Ga. (Local 42)  
 Better Cheddar, Premium, Wheat Thins, Ritz, Air Crisp, Cheese Nips, Portland, Ore. (Local 364)  
 Ritz, Wheat Thins, Honey Maid Graham, Cheese Nips, Chicago (Local 300)  
**Keebler:** Zesta, Honey Graham, Export Soda, Munch 'ems, Macon, Ga. (Local 434)  
 Town House, Club, Zesta, Cincinnati, Ohio, (Local 253)

**Manischewitz Co.** Garlic Tams Matzoh Crackers, Wheat Crackers, Honey & Spice Matzoh Crackers, Onion & Poppy Matzoh Crackers, Savory Garlic Matzoh Crackers, Everything Matzoh Crackers, Jersey City, N.J. (Local 3)

## Vacation the **BCTGM** Way!

Hershey, Pa.—If your family hasn't decided where to take its summer vacation yet, take a trip to one of the nation's top family vacation spots, Hershey Park. While enjoying more than 65 rides and fun attractions, you can take comfort in the fact that the park is **all union**, represented by members of BCTGM Local 464.

In addition to the regular rides and attractions, new for the 2003 season is THE CLAW, a thrilling, 65-foot spinning pendulum ride—the first of its kind in the Northeastern U.S.! Families can soar together on the Frontier Flyers, an interactive swing ride reminiscent of the Park's original 1930's-era Aerial Joy Ride. The little ones will love what's new, too, like the swashbuckling Mini Pirate and Mini Scrambler rides.

The park offers a number of admission packages. Information about the plans, daily schedules and general information can be learned by calling 1-800-HERSHEY or by visiting their web site at [www.HersheyPA.com](http://www.HersheyPA.com).

If you decide to visit Hershey Park, also note that workers at the Hershey Lodge, the Convention Center and the Hotel Hershey are also fellow BCTGM members!

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# Stewards Strive for Excellence in Service

From California to Canada, shop stewards and local union officers are vested with the responsibility of enforcing the contract for everyone in the bargaining unit. That's a right we demand as a union when we organize workers.

The union is stronger and negotiates better contracts when members are active and united to address workplace issues. One way to keep informed and active is by becoming a shop steward.

A steward's work can be as involved as the steward has time, ability and desire for. Some stewards educate new employees on the Union contract and the importance of a strong, active membership. Others represent

coworkers in disciplinary meetings, advocate for positive changes at the worksite, investigate possible contract violations, assist with grievances, and register coworkers to vote.

As a representative of the Union, a steward should be hard working, fair and set a good example for other members. To build a stronger unified union, the BCTGM

International provides training for shop stewards.

Recently, the International sponsored steward train-

ing sessions in Southern California (Locals 31, 37, 83 and 315) and in London, Ontario (Local 242G). In these training sessions, members learn how to investigate grievances; how to ensure there is just cause for discipline; how to enforce workplace rights; how to mobilize their coworkers for collective actions, and more.

Following a successful day of training, Local 242G (London, Ont.) stewards pose for a photo.



Local 242G (London, Ont.) stewards listen intently to a discussion on grievance handling led by Intl. Organizer Karl Walker.



The California stewards prepare for one of the grievance handling exercises.



During a group exercise, the Calif. stewards prepare a list of items for a mock information request.



# 2003 BCTGM International Scholarship Recipients



**Nick Continelli**  
Son of Liberata Continelli  
BCTGM Local 264,  
Voortman Cookies Ltd.



**Katie Price**  
Daughter of Randy Price  
BCTGM Local 229T,  
Philip Morris



**Anna Gurley**  
Daughter of  
Calvin M. Gurley  
BCTGM Local 229T,  
Philip Morris



**Adrian Santana**  
Son of Raul Santana  
BCTGM Local 163,  
Kraft/Nabisco



**Thomas Ignacio**  
Son of Rebecca A. Ignacio,  
BCTGM Local 315, Bimbo  
Bakeries USA



**Santiago Vallinas**  
Son of Santiago Vallinas  
BCTGM Local 50,  
Freihofer's Baking Co.



**Cory King**  
Son of Thomas King  
BCTGM Local 264G,  
American Crystal Sugar



**Raymond Wai**  
Son of Sue Moon, BCTGM Local  
125, Mother's Cake & Cookie Co.  
and Yip Wai, BCTGM Local 119,  
Safeway Bread



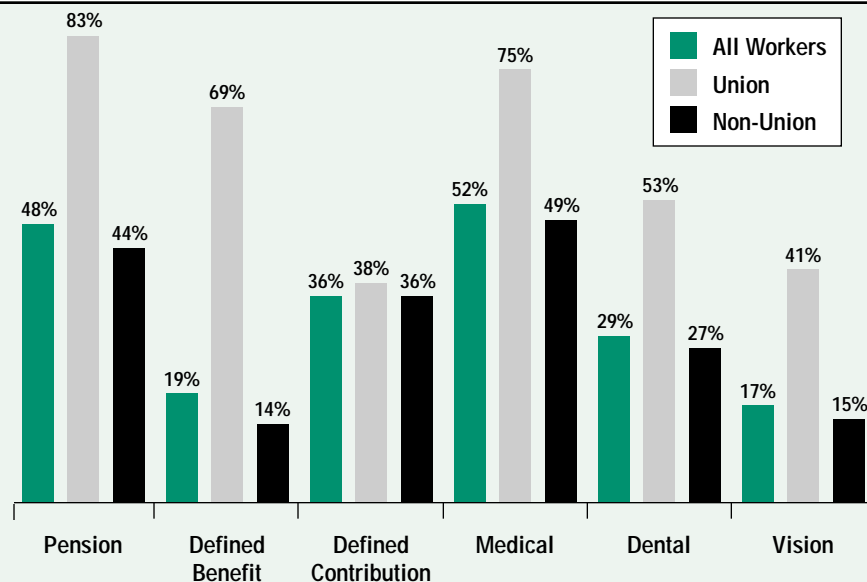
**Geneva Lai**  
Daughter of Laifong Lai  
BCTGM Local 125,  
Mother's Cake &  
Cookie Co.



**David Wiacek**  
Son of Augustyn Wiacek  
BCTGM Local 719,  
Kraft/Nabisco

## Union VS. Non-Union Benefits

Source: U.S. Bureau of Labor  
Statistics, "Employee Benefits in  
Private Industry, 2000"





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# SUMMARY OF MATERIAL MODIFICATIONS

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## Bakery and Confectionery Union and Industry International Pension Plan

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The following is a Summary of Material Modifications the Board of Trustees of the Bakery and Confectionery Union and Industry International Pension Fund have made to the Bakery, Confectionery Union and Industry International Pension Plan from July 2001 through June 2003. You should keep a copy of this Summary until you receive an updated copy of the Pension Fund's Summary Plan Description.

### 1. Applying for a Disability Pension

If your Disability Pension application was processed before December 3, 2002, the Trustees were the sole judges of whether you are permanently and totally disabled, and of the date when your permanent and total disability commenced.

If your Disability Pension application is pending or is received on or after December 3, 2002, you may qualify for a Disability pension if the Trustees determine that you are permanently and totally disabled as defined in the preceding paragraph, or if the Social Security Administration determines that you are permanently and totally disabled for purposes of receiving disability benefits under the Social Security Act.

The earliest date that your Disability Pension from the Fund can begin is the month following the Fund Office's receipt of your pension application, provided you have met all the requirements for a Disability Pension and you have satisfied the Fund's six-month waiting period after the onset of your total and permanent disability. Therefore, if you have been found eligible for disability benefits from the Social Security Administration, sub-

mit to the Fund Office with your pension application the award letter from the Social Security Administration, which shows the date as of which you were deemed permanently and totally disabled. If you have not yet applied for Social Security disability, the Fund recommends that you file your pension application with the Fund at the same time you file your application for disability benefits with the Social Security Administration. Your disability pension application will remain active for as long as your application for Social Security disability benefits is pending, and your Disability Pension will begin after the Fund receives your Social Security Administration award letter, based on the date the Social Security Administration found to be the onset of your disability. However, the Fund will not pay retroactive Disability Pension benefits for more than twenty-four months prior to the Fund's receipt of your Social Security Administration award letter.

If the Social Security Administration has determined that you are not disabled, you may still apply for a Disability Pension from the Fund. Your application will have to be accompanied by medical evidence of disability satisfactory to the Trustees. The Fund follows special procedures for reviewing such applications for Disability Pensions. Those special procedures are described below, under "Claims and Appeals."

If you filed a previous application for Disability Pension benefits from the Fund and you were found ineligible, your application is null and void. If you want a new determination of disability based on your current condition or based on an award from the Social Security Administration, you must file

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another pension application. If you meet the Fund's requirements for a Disability Pension based on that new application, your pension Effective Date will be established based on the Fund's timely filing requirements and the special rules described below for Disability Pensions. In no case will your Disability Pension benefits be payable for months before the Fund received your new application or for more than 24 months before the Fund received your Social Security Administration award letter.

## 2. Claims and Appeals

You are entitled to receive a decision on your pension application within 90 days, unless special circumstances require a longer period for processing your application. If such special circumstances exist, you will be notified in writing of the reasons, and the decision on your pension application will be made by the end of one additional 90-day period. If you apply for a Disability Pension, the initial period for processing your application is 45 days. If special circumstances require additional time, that period may be extended for two additional periods of 30 days each with notice to you of the reasons. With your voluntary consent, the time for processing an application for Disability Pension may be extended for a longer time (for example, if you are waiting for a Social Security disability determination).

If any application is denied, you will receive a written notice that describes the specific reasons for the denial and refers to the specific Plan provisions on which the denial is based. If your application is denied because you have not submitted adequate information to support it, you will be advised of what information is needed and why the Fund needs it.

If you wish to appeal from a decision that denied your application for benefits or that awarded benefits in an amount less than you expected, a letter of appeal should be

addressed to the Board of Trustees at the Fund Office stating all of the facts of your case as you know them. Your Local Union will be glad to assist you in gathering the information necessary and submitting the appeal. The appeal must be sent within 180 days after you receive a letter denying your application in whole or in part or awarding you lower benefits than you think you should receive. Include with your appeal any written comments, documents, records or other information that supports your entitlement to the benefits you are requesting. All relevant evidence will be considered, even if it was not submitted with your initial application.

If you appeal from the denial of a Disability Pension, you must follow the rules described above. You may request a copy of any internal rule, guideline, or similar criterion on which the denial of your application was based. You may ask for identification of any medical or vocational expert whose advice was obtained by the Fund in connection with your application. If the denial was based in whole or in part on any medical judgment, the Appeals Committee will consult with a health care professional who has appropriate training and experience in the field of medicine involved in that medical judgment, and who played no role in the initial denial of your application. If the Appeals Committee denies your appeal after review of any such medical evidence, you will be entitled to receive an explanation of the clinical basis for that determination.

## 3. 10-Year Option

Effective on and after January 1, 2003, if benefits under the 10-year option are payable after the Participant's death to any person other than the Participant's spouse or another beneficiary named by the Participant, the remaining payments payable to that person shall be paid in a single lump-sum that is the actuarial present value of the remaining payments.

## Local Activism

***Local 229T (Concord, N.C.) prides itself on having a membership that is active in every facet of the union. From raising money for its scholarship program to giving time and money to community charities and making their voices heard at the state capitol, Local 229T is a powerful force.***



Local 229T Steward Tina Miller (left) presents a \$400 check on behalf of the local to Mary Margaret Flynn (right), Director of the Cabarrus Victim Assistance Network (CVAN). CVAN provides safety, shelter and support for abused women and children through a shelter; a 24-hour crisis line; support groups; a court program; transitional housing program; teen program and a children's program, among others. Last year, CVAN was able to help more than 1,000 women and children.



In April when North Carolina legislators proposed bills in the House and Senate to raise the state's cigarette tax, Local 229T members took action. Union members traveled to the state capitol in Raleigh to protest the proposed tax hike. Pictured here is the group of Philip Morris workers descending from the main legislative building following the debate. The legislation was withdrawn after more than 90 minutes of discussion.



## Long Career

Local 1G member Ron Paulson poses for a photo outside of Hubbard Feeds in Watertown, S.D. Paulson recently retired after more than 44 years with Hubbard, where he worked loading trucks.

## 40 Years Strong

Local 323T Vice President Bill Foster (left) presents local 323T member Carolyn Readyhough (right) with her 40-year pin and certificate. Readyhough works as a making and packing process operator at the Imperial Tobacco plant in Guelph, Ontario.







# FIVE STAR SOLIDARITY

# BCTGM



## *Unionized Lodging Offers Quality and Savings*

You and your family can save money and help support other union workers and their families when you stay in a quality hotel where union members are employed. Every time you choose to stay union, you are contributing to the higher wages, better benefits, and dignity, justice and respect of union workers.

With the BCTGM Power Union Hotel Discounts Program you choose from among the *union member-only rates* at unionized hotels, resorts, and casinos in

premier U.S. vacation spots. This exclusive BCTGM Power program offers savings of 10 to 78 percent off normal rates at the union establishments listed on this page.

To receive the special union member discount, you must mention the Union Hotel Discount Rate Code for the respective hotel or resort when making reservations. This Union Hotel Discount Rate Code is available online at [www.union-plus.org](http://www.union-plus.org), or [www.bctgm.org](http://www.bctgm.org).

### **Wyndham Palace Resort**

Orlando, Fla.

### **Hotel Royal Plaza**

Orlando, Fla.

### **Hilton Anaheim**

Anaheim, Calif.

### **Sheraton Universal**

Universal City, Calif.

### **Wilshire Grand**

Los Angeles

### **Las Vegas Hilton**

Las Vegas

### **Flamingo Las Vegas**

Las Vegas

### **Bally's Las Vegas**

Las Vegas

### **Paris Las Vegas**

Las Vegas

### **Four Points Sheraton**

Washington, DC

### **The Capitol Hilton**

Washington, DC

### **Hilton Washington**

Washington, DC

## Two BCTGM Recipients Win BCTGM Power Scholarship

**M**atthew Stuck and Danielle Lorentz, children of BCTGM members, were selected to receive 2003 BCTGM Power/Union Plus Scholarship awards. Stuck, whose father, Robert Stuck, is a member of Local 19 (Cleveland) employed by Nickles Bakery-Navaree, will receive a \$1,000 scholarship. Lorentz is the daughter of Local 13G (Hastings, Minn.) member

David Lorentz who is employed by ConAgra.

Stuck and Lorentz are among 105 students from 42 AFL-CIO-affiliated unions who were awarded a total of \$150,000 in scholarships from the Union Plus Scholarship program. Applications for the 2004 Union Plus awards will be available in September 2003. For more details, go **to [www.bctgm.org](http://www.bctgm.org)**.



# **EVERY** Industrialized Nation in the World Has Universal Health Care—*Except the United States*

## **EMPLOYER SOLUTION To the Health Care Crisis**

Employer Name: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ E-Mail: \_\_\_\_\_

### **COMPLAINT FORM**

My Company does not want a National Health Care plan! We support  
cost shifting and think co-pays are the answer!  
We need you to bail us out!

Signed: \_\_\_\_\_

*Please send this completed form to whomever you think will respond;  
please be sure to tell them that workers have already paid their fair  
share in contract negotiations.*

*If they want to talk about co-pays; talk first about co-profits!*

***National Health Care For All  
Is The Only Answer!***

